

concordia's Thursday Report

Vol. 17 No. 13 January 14, 1993

Concordia leads province in accountancy final – again

by Barbara Black

The pre-holiday party in the Graduate Diploma in Accountancy offices was especially buoyant this year, and no wonder. Concordia students doubled the provincial pass rate for first-time writers of the Uniform Final Examination (U.F.E.), and two Concordians got the second-highest mark.

The U.F.E. is written by aspiring chartered accountants across Canada, and the University has always done well, topping the province in four out of the past five years. The overall pass rate at Québec universities this year was 42.1 per cent, but Concordians achieved an outstanding 87.5-per-cent pass rate. Thirty-seven graduating students at Concordia wrote the exam, which is sponsored by the Canadian Institute of Chartered Accountants.

Alberto Anelli and Salvatore Forgione, who not only attended Concordia together but now work in the same office, got the province's second-highest mark. That made them inaugural winners of the Howard B. Ripstein Concordia Chartered Accountancy Award. Ripstein, a chartered accountant and retired member of the faculty, provided the endowment for the annual award, and was an honoured guest among the approximately 100 people who attended the December party.

Two other awards were presented during the evening. Gerry Wilshire, representing Carswell Thomson Professional Publishing, presented that company's Tax Awards to Catherine Siomos and Michael Tsaprailis. The presentation of a scholarship award for undergraduate achievement from l'Ordre des comptables agréés du Québec was made to Anita Frigan by Morty Zafran, partner in the firm of Schwartz Levitsky Feldman, and Evelyn Paquin, of the Ordre.

For more, see story page 10



Celebrating excellence: At the 1992 Graduates' Reception, held just before the holiday break by the Diploma in Accountancy programme, left to right, standing: Dean of Graduate Studies Martin Kusy, Dean of Commerce and Administration Christopher Ross, one-time faculty member Howard B. Ripstein, and Rector Patrick Kenniff. Seated, the inaugural winners of the Howard B. Ripstein Concordia Chartered Accountancy Award, Salvatore Forgione and Alberto Anelli. PHOTO: Jonas Papaurelis

Roy Bonin appointed new Director of Libraries

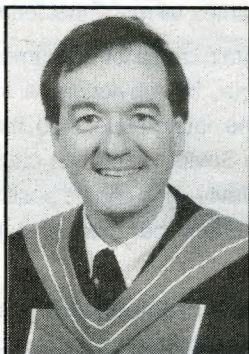
by Barbara Black

Concordia's Board of Governors is pleased to announce the appointment of Kenneth Roy Bonin as Director of Libraries, effective immediately.

Bonin comes to Concordia full of enthusiasm and eminently suited to his post, which had been vacant since Al Mate retired in June 1990.

A Franco-Manitoban, he taught school in that province for several years before becoming a librarian. He has graduate degrees in European history, (from the University of Alberta), library administration (from Drexel University, in Philadelphia), and university administration (from the University of Toronto).

Last October he was appointed as a research associate of the Centre for Higher Education Research and Development at the University of Manitoba. He was named in July as a representative to the National Con-



Kenneth Roy Bonin

sortium of Scientific and Educational Societies, and he has been secretary-treasury of the Société canadienne pour l'étude de l'enseignement supérieur since 1988.

Bonin has worked in a variety of public and library settings in a still young career: deputy department director of the 21-branch Winnipeg Public Library, assistant director for administrative services of the University of Manitoba library and associate librarian at the University of Toronto.

Designed library

He comes to Concordia from Université Laurentienne/Laurentian University in Sudbury, Ont., where he designed and oversaw the building of a new library, an all-absorbing five-year task. He has spent the past year on sabbatical from Laurentian, finishing his doctorate on the public financing of post-secondary education.

Aptly for Concordia, which is just beginning to automate its collection, he has managed automated library systems as long ago as the late 1970s, in Winnipeg.

Bonin started his five-year appointment on January 1, and plans to have a permanent, part-time office at both Vanier and Webster Libraries. He takes over the reins from Acting Director Irene Sendek, who continues as Assistant Director.

INSIDE

Singers

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We've got talented staff. Jane Hackett sings musical comedy in local productions, while Sue Prosser is extending her fame beyond the campus to club dates and the recording studio.

Jordan

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Concordia has formed a link with a Jordanian university to increase the transfer of both education and technology.

George Rudé 1910-1993

As CTR went to press, the community learned of the death of History Professor Emeritus George Rudé in England on Jan. 8. A tribute will be printed in the next issue of the newspaper. Details of a memorial service will be released shortly.

Special Senate meeting

There will be a special open meeting of Senate to discuss the Report of the Ad hoc Committee on the Revision of the Composition, Rules and Procedures of Evaluation Committees and Advisory Search Committees.

Saturday, Jan. 16, 1993 at 9:00 a.m. in the Russell W. Breen Senate Chamber.

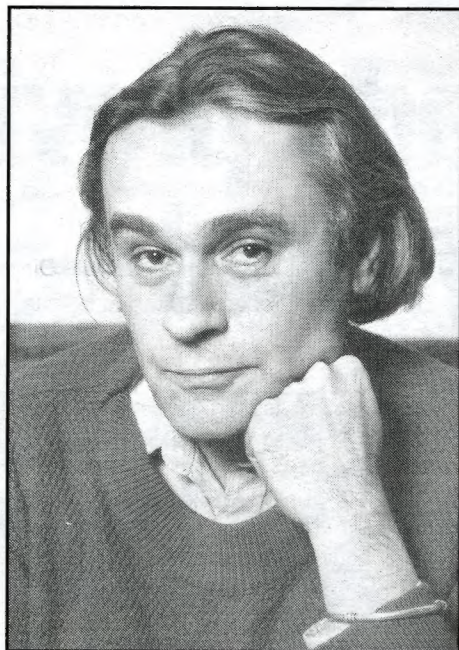
Security Supplement

Vice-Rector, Services Charles Bertrand releases the report on campus security on and after August 24, 1992.

Antonopoulos, Dorland runners-up in local thesis contest



Anna Antonopoulos



Michael Dorland

PHOTOS: Jonas Papaurelis

by Josey Vogels

Their thesis topics couldn't be more diverse: Antonopoulos wrote about the stereotype of home as a woman's place, while Michael Dorland wrote about the Canadian feature film industry.

Here's what they have in common: Both are Concordia graduates, both were runners-up in the Academy of Great Montrealers Prix d'excellence Awards — and although they are now divorced, they are raising a 14-year-old-son.

"It was amusing that out of all the possible theses (there were 72), it would have been those two, chosen from Concordia," Dorland said.

The *Prix d'excellence universitaire de l'Académie des Grand Montréalais* is awarded for the best doctoral theses entered in competition by postgraduate students at Montréal universities and affiliated schools. The three winners in the categories of humanities, health sciences, and natural science and engineering were awarded \$5,000 at a gala held Nov. 19. The competition is held under the auspices of the Board of Trade of Metropolitan Montréal and Bell Canada.

Antonopoulos describes her thesis, "The Space That Claws and Knavs: Topoi of a Critical Discourse on 'Home,'" as an attempt to get away from the traditional no-

tion of home as a woman's place. "What I'm trying to do is disengage home from gender identifications," she said. Her home reflects that. There's a sword collection on her wall, and a display of certificates from her decade as a martial artist.

In her thesis, Antonopoulos breaks with the popular feminist concept of home as a woman's place, based on division of labour. Through Concordia's PhD programme in humanities, with her BA and Master's degree in philosophy as a base, she combined history, cultural studies, anthropology, philosophy and classics to look at patriarchal societies.

"Home was a man's place, except it was symbolized by woman," she said. "I wanted to attack this idea that the home is a product of economic conditions."

Antonopoulos explores how in ancient times men looked to the home as the symbol of continuity and family lineage.

Hearth and ritual

"It's very difficult for men to ascertain their lineage; there is this uncertainty about the offspring. While they could be sure that a child comes out of a woman's belly, men needed to represent the home as having continuity with their biological offspring. They did this through the sacred hearth, a central fire in the home around which initiation ceremonies were performed. It was a symbol for the home.

"The hearth, if you look really far back into antiquity, was symbolized by a woman's belly." Ironically, she said, women were not allowed near this ancient sacred hearth.

As well as her thesis, on which she worked for six years, Antonopoulos has published an article exploring medieval female mysticism for *Hypatia*, an American feminist philosophy journal, and an autobiographical piece on being a female smoker.

She has just received a Canada Council explorations grant to publish a book about her decision to give up smoking, and says writing has been a form of therapy since she butted out eight years ago. She is also a part-time lecturer in history at the Université du Québec à Montréal.

Michael Dorland's thesis, titled "The Discursive Economy of the Emergence of the Canadian Feature Film: Discourses of Dependency and the Governmentalization of a Displaced National Cinema, 1957-1968," explores the discussion that took place in the 1950s and 1960s about Canadian feature film.

Dorland is not a film-maker himself, but he spent five years as associate editor of *Cinema Canada*, "seeing the wheel go round and round, small wheel that it is," he said. "I thought, Well, I want to study this. When the PhD in Communications was set up at Concordia in 1987, it seemed like a perfect opportunity to do that."

Since the late 1950s, there has been debate over why a large country like Canada does

not produce more feature films. "Asking this question opens up a whole can of worms about film distribution practices, funding, and, inevitably, what should be done," Dorland said.

The federal government got heavily involved in film production, creating the Canadian Film Development Corporation, which in 1982 became Telefilm Canada. Dorland thinks state intervention has been disastrous for the Canadian feature film.

Dorland spent five years on his thesis. He did his Master's in modern Chinese and Russian politics at McGill (with research at Harvard), and an undergraduate degree at McGill in East Asian politics. He teaches mass communications at Carleton University in Ottawa.

OFF THE CUFF

edited by Bronwyn Chester

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty or staff member and have something to say "off the cuff," call CTR at 848-4882.

Attacks on synagogues part of a national rise in anti-Semitic incidents: Scheinberg

Upon his return from holidays, History Professor **Stephen Scheinberg** was shocked to learn of the desecration of seven Montréal-area synagogues. The national chairman of the League for Human Rights of B'nai B'rith Canada said perhaps "we've been lulled into a false sense of security in Montréal." Last week, Scheinberg talked about the issue on CFCF-12's Montréal AM Live. Here are his comments to *Off the Cuff*.

"There are more than 35 organized hate groups in Canada. There are about 150 individuals associated with such groups in Montréal. Their numbers may be small, but when Hitler began, his numbers were also small. The Jewish people have a keen memory for those events. I'm not saying that Nazism will become significant in Canada, but with incidents like this, we cannot be too vigilant.

"Incidentally, there are many more anti-Semitic incidents in Ontario than in Québec. Toronto has experienced approximately five times as many incidents as Montréal.

"I'm not one to say that there is a purely economic cause for the current rise in racism, anti-Semitism and anti-homosexual behaviour, but obviously, a situation of high unemployment is an opportunity grasped by the hate groups. Also, it would seem that the end of the Cold War and the end of the Soviet Union has caused a rebirth of tribalism, such as we see in the former Yugoslavia. This can be positive when people find that they identify with a group, but too often, that tribalism takes the form of xenophobia.

"B'nai B'rith's strategy is to keep the perpetrators of anti-Semitic acts on the run with vigorous action. By that, I mean enhancing the punishment of such acts. Judges often interpret defacing synagogues as acts of vandalism instead of as hate crimes. We'd like to see that change. We would also like to see a specific Holocaust denial act. Denial of the Holocaust is one of the principal weapons of anti-Semitism. In serious cases of hate crimes committed by minors, such as the recent murder of a purportedly gay man in Angrignon Park, we'd like to see the accused tried as adults.

"B'nai B'rith is also very active on the educational front. We sponsor an awards programme for secondary and primary students, producing projects on the issue of human rights. The Holocaust and Hope programme sends teachers from across Canada every other year to scenes of the Holocaust, then to Israel. During the off year, these teachers give seminars to other teachers.

"As part of our public information campaign, we are now recruiting sports figures to be part of our poster campaign against racism. Educating the young is essential to our work and it is never-ending."

GRADUATING?

All students completing certificate, degree or diploma requirements during the Fall 1992 or Winter 1993 sessions who therefore expect to graduate this spring must apply to do so by Jan. 15, 1993.

Spring 1993 graduation application forms are available at the Registrar's Services Department on each campus:

Loyola: AD-211
SGW: LB-185

Students who do not apply by Jan. 15 will not graduate this spring.

Presenting... your marks!



Vice-Rector, Services Charles Bertrand unwraps one of the new Grade Inquiry System monitors installed in the Henry F. Hall Building. There are seven: five outside the Alumni Auditorium (H-110), two near the information desk, and two on the Loyola Campus. Also at the unveiling, held Dec. 18, were Registrar Bruce Smart, Assistant Registrar Carol Foster and Assistant Vice-Rector, Services Shirley Maynes.

PHOTO: Marcos Townsend

Senate agrees to disagree with Governors' document

by Laurie Zack

Although the discussion lasted only a little more than the allotted 30 minutes, it became quite clear at last Friday's Senate meeting that there are serious objections to some of the proposals in the Ad Hoc Committee Report (Groome Report) produced by the Board of Governors concerning the revision of the composition, rules and procedures of evaluation and search committees.

Several Senators expressed concern about the overall tone of the document; in particular, its vision of the role of Senate in the selection and evaluation process.

Many of the objections were contained in an interim report produced by an ad hoc committee of Senators and presented to Senate by Graduate Studies Dean Martin Kusy.

Although recognizing the Board's Report as "comprehensive and expressing a genuine concern for the welfare of the University," the ad hoc Senate report expressed concern about a perceived marginalization of the role of Senate in the selection process for senior academic administrators.

The interim report went on to formulate a series of recommendations concerning the role of Senate, the composition and election of advisory selection committees, the time frame for the election of members to selection committees, the role of the incumbent in the selection of a rector, and the development of conflict resolution mechanisms.

During the ensuing discussion, Engineering and Computer Science Dean M.N.S.

Swamy pointed out a contradiction in the overall appointment process as it exists, and his perception that the higher up the ladder the appointment, the less transparent and open the selection process and the possibility of input by those most affected by the choice.

Faculty of Fine Arts Dean Robert Parker said he felt "offended and disturbed" by the tone and the vision of University governance as represented in the Board document.

Asked by Senate to comment on the reaction to the document, Political Science Chair Henry Habib, a member of the Ad Hoc Board of Governors Committee, referred to the group's mandate and its concern with carefully listening to and reflecting the ideas of the 18 individuals and groups who presented briefs.

Step forward

Habib said that several of the Groome Report's recommendations are a great step forward for the University community, especially: the abolition of the oath of confidentiality; the development of a clear procedure for appointments; the clarification of a conflict resolution process; and the clarification of the role of the rector in the selection process.

Discussion of the Board document will continue at a special meeting of Senate this Saturday, Jan. 15th, at 9:00 a.m. in the Russell W. Breen Senate Chamber.

The full text of the Governors' Ad Hoc Committee Report was published in a special supplement of *CTR* that was distributed on campus last week.

AT A GLANCE

by Donna Varrica

This column welcomes the submissions of all Concordia faculty and staff, to promote and encourage individual and group activities in teaching and research, and to recognize work-related achievements.

We have been overwhelmed by the volume of At-A-Glance submissions forwarded to *CTR* this year. Please bear with us as we attempt to run them in some semblance of chronological order.

- **Tannis Arbuckle-Maag**, Associate Director of the Centre for Research in Human Development, recently returned from the Annual Convention of the Gerontological Society of America, where she participated in an invited symposium on "Cognitive Differentiation in Aging: Growing Old in Oh So Many Ways." Her paper examined social factors as mediators of individual differences in cognitive aging.
- Classics Professor **Jacques Perreault** gave a lecture titled "Les Emporia Grecs du Levant: Mythe ou réalité," at the University of Ottawa on Nov. 27.
- The Faculty of Arts and Science has announced the results of the Tenure Committee elections. On List I are Professors **Mary Vipond** (History), **Mary Baldwin** (Chemistry and Biochemistry) and **Vladimir Zeman** (Philosophy). Political Science Professor **Reeta C. Tremblay** is on List II.
- Concordia Journalism students **Linda Gyulai** and **Derek Cassoff** will share a \$2,000 scholarship awarded annually to the University by the Québec Community Newspapers Association. The students were selected based on written submissions to a panel of QCNA and Concordia judges.
- Last year, *CTR* ran an article about Education Professor **Jitendra Bhatnagar's** special home for orphaned and destitute girls, which he set up in Khatipura, Jaipur, India. The home, called Sheela Bal Bhavan, was inaugurated in November with the Canadian High Commissioner and two Indian ministers in attendance. Education Professor **Arpi Hamalian** has been travelling to and from India during the past several months and told *CTR* that the project is going very well, with several members of the Concordia community making significant contributions. A non-profit, non-political organization called Can Care Trust has been established by a group of non-resident and prominent local citizens. This first project is already looking after 10 children. Hamalian said she would provide *CTR* with a more detailed update of Professor Bhatnagar's effort upon Hamalian's return.
- **Alex Schwartzman**, Principal Investigator of the Concordia Longitudinal Risk Study, which is being conducted in the Department of Psychology's Centre for Research in Human Development, attended the Seventh Annual Meeting of the Society for Research in Psychopathology. He presented a paper, co-written with Hélène Lamoureux, on the link between aggression and social withdrawal in childhood and attentional deficit in early maturity as potential antecedents of adult schizophrenia.
- Professor **Nick Serpone**, of the Department of Chemistry and Biochemistry, has recently been appointed to a review panel by the United States Department of Energy. He will chair the 1992-93 panel to assess solar photochemistry projects in the Office of Energy Research of Basic Energy Sciences in Washington, D.C. He is also serving as President of the Comité des chimistes à l'entraînement until 1994. He has been elected to the International Organizing Committee for the Conferences on Photochemical Conversion and Storage of Solar Energy and to the International Organizing Committee for the Conferences on the Photocatalytic Purification and Treatment of Water and Air. Both terms last until 1996.
- Études françaises Professor **Maïr Verthuy** gave a paper titled "Anne-Marie Garat et la photographie faite roman ou *Blow-Up* revisité" at the 20th International Conference organized by the French Department of Dalhousie University in September. This year's topic was "Literature and Fine Arts in France and Québec since 1970." Professor **Lucie Lequin** presented a paper titled "Elle écrit la lumière: Louise Warren et les arts visuels."
- Sociology and Anthropology Professor **Danielle Gauvreau** organized a meeting last October of the Groupe du travail sur l'histoire de la population du Québec at the Université du Québec à Montréal, where she presented a paper titled "La mortalité maternelle au Québec avant 1960." She also gave a lecture at a seminar for doctoral students in the Programme en études québécoises at the Université du Québec à Trois-Rivières. She presented a paper with Marc Saint-Hilaire titled "Dynamisme des migrations au Québec: synthèse et horizons" at the annual conference of the Institut histoire de l'Amérique française in Montréal.

LETTERS

to the Editor

McGill students impressed with new Webster Library

To the editor:

We are McGill students using the new Concordia library for the first time, and we're both really impressed with your building, computer system, friendliness and efficiency of staff, positive atmosphere, range of titles, easily accessible resources and comfort of facilities — very light, airy and spacious. Thanks.

Carla Norman,
John Greider

Study carried out at AV department: supervisor

To the editor:

I am writing to you with respect to the article on page two of the *Thursday Report* of Dec. 3, titled "Transforming Teaching." The articles, written by Phil Moscovitch, omitted to mention the fact that the study carried out by Penelope Nicholson took place at the Learning Laboratories of the Audio-Visual Department, and was supported by AV staff.

The Learning Labs were one of the first

places in the University to make interactive video disc modules available to students for individual or group study. Software available at the Labs include interactive training discs on radiation lab procedures, the use of spreadsheets, the physics of wave motion and French as a second language.

Luis Nasim
Supervisor, Learning Labs
Audio Visual Department

Civil Engineering Department not in "disharmony": professor

The following letter was sent to the editors of *The Gazette*:

To the editor:

Your November 28 article titled "Racism, rivalries mar Concordia's civil-engineering faculty: Study" presents a dramatization which in no way reflects the current situation in the Department.

Your readers should know that since 1989, we have been entrusted with the academic leadership of the Department, and our efforts have been directed toward creating an environment which attracts not only students interested in a quality engineering education, but also faculty members dedicated to excellence in teaching and research.

Rather than the so-called "racism" of your headline, the current reality is that out of 65 applications for one faculty position, the appointment was first offered to an outstanding young francophone, who, unfortunately, declined, citing personal obligations which prevented him from returning to Québec at this time.

Similarly, with regard to the shortage of women, out of 225 applications for a second faculty position, the appointment was offered to a well-qualified bilingual female, who, however, made the understandable decision to first gain practical experience before embarking on a university career. At the moment, we are in the process of filling a third faculty position, for which we have selected three finalists, all of them women.

Admittedly, the uncooperative nature of

some two or three members of the Department drew the primary attention of the external consultants, who unjustifiably concluded from this that the entire department is in "disharmony." We are confident that the attention now focused on these individuals, together with the support of the senior administration, will ensure that even this limited "internal conflict" will have no place in this department.

Given the Department's success in graduating students who have achieved remarkable careers in a wide range of industries, both in Canada and throughout the world, our determination to continue to produce highly qualified civil engineers is without question. Without question also is our aim to maintain our successful record in research. The latter includes a research team which has been recognized among the top in the province of Québec, and a \$500,000 international research project which was recently approved by a federal agency.

Finally, it is unfortunate that neither of the external consultants involved in the review process had the opportunity to meet with the majority of the members of the Department, and therefore did not comment on the above educational and research accomplishments of the Department.

Z.A. Zielinski, A.M. Hanna, S. Sarraf,
Members of the Departmental Personnel
Committee, and O.A. Pekau, Chair,
Department of Civil Engineering

Mechanical Engineering course insightful: student

To the editor:

The course, Manufacturing of Composites (Mech 690F), was one of the excellent courses offered in the Department of Mechanical Engineering.

The manufacturing of composites is a new area of research and is a big challenge to researchers and industrialists. During the course, experts from universities and industry delivered lectures on various topics and covered wide aspects of different manufacturing techniques. They provided up-to-date information and insight regarding their field, and made us aware of the challenges they are facing.

Students, not only from Concordia, but from different universities, and researchers from different industries in the Montréal region participated and benefited from this course. Surely it enhances the reputation of our university. Thank you very much to Professor S.V. Hoa and to the Department for providing such an excellent opportunity and motivation. I hope other such activities will be encouraged in Mechanical Engineering in the future.

Sanjay Mazumdar
PhD Student
Department of Mechanical Engineering

concordia's Thursday Report

Concordia's Thursday Report is the community newspaper of the University, serving faculty, staff, students and administration on the Loyola Campus and the Sir George Williams Campus. It is published 28 times during the academic year on a weekly basis by the Public Relations Department of Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8 (514) 848-4882. Material published in the newspaper may not be reproduced without permission. The Back Page listings are published free of charge. Classified ads are \$5 for the first 10 words and 10 cents for each additional word. Display ad rates are available upon request. Events, notices and ads must reach the Public Relations Department (Bishop Court, 1463 Bishop St., Room 115) in writing no later than Monday noon prior to Thursday publication.

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Faculty Reporter Bronwyn Chester

This Issue:

Contributors Rachel Alkallay, Sylvain Comeau, Carol Krenz, Kevin Leduc, Phil Moscovitch, Michael Orsini, Neil Peden, Donna Varrica, Josey Vogels, Ken Whittingham and Laurie Zack

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REAL EDUCATION FOR THE REAL WORLD

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor must be signed and include a phone number. If at all possible, please submit the letter on computer diskette. Limit your letter to 500 words. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Friday noon prior to Thursday publication.

Finance teacher awarded 3M Fellowship

Professor par excellence

by Phil Moscovitch

Finance Professor Arshad Ahmad gets "really excited thinking about the day when we'll all have teaching at the front and not the back of our minds."

During his first two years at Concordia, Ahmad received relatively mediocre evaluations from his students. That's when he decided to do something about it, and worked at improving the quality of his teaching.

Eight years later, the hard work has clearly paid off. Ahmad is one of 10 Canadian pro-

fessors to be awarded the prestigious 3M Fellowship for excellence in teaching.

He has also received several evaluations in which his effectiveness was rated a perfect 1.0 on a scale of one to four.

"I try and be myself for the most part, and that's easy for me," Ahmad said. "What works for me is me. It's a passion and you live it. You never get tired of what you're doing."

He tries to make things as concrete as possible in the classroom and, Ahmad noted, Finance is a field which lends itself well to that.

"Most of the training we provide in the programme is what managers actually do out there," he said.

Ahmad devotes a lot of time to his teaching. This year he wrote supplementary texts for students in two Finance courses to help them practise for their exams. Ahmad's students appreciate his efforts; over the years, many have written to thank him after they've graduated and found jobs.

Pay a price

But professors who choose to focus on teaching rather than on research end up paying a price, Ahmad said. Their efforts are not taken into consideration when it comes to hiring or to promotions. "You can get an award, but that's not a promotion," he said. The system undervalues teaching by rewarding only research.

"It's not that universities don't want good teachers, but it's not part of the system — it's not part of promotions, or how funding is allotted, or how a school gets recognition."

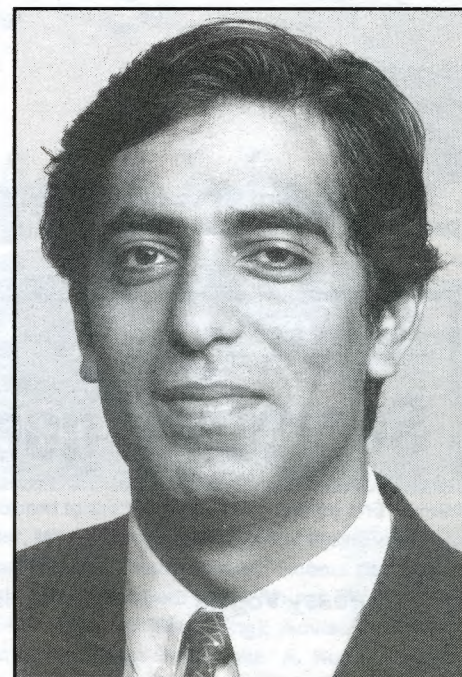
A statement released by Ahmad and the other nine 3M Teaching Fellows calls for greater recognition of teaching skills, and recommends that teaching be as high a priority for universities as is research.

Ahmad said he and many of his colleagues "find teaching to be more intellectually rewarding than research." But that doesn't mean they deny the importance of research to universities. Ideally, Ahmad said, "teachers should not be competing with researchers. They should be complementing each other."

Most faculty maintain research dossiers in which they list their publications and the grants they have received. Ahmad suggested that keeping a teaching dossier should be just as important. In it, professors could note courses they had developed, those they had coordinated, and the evolution of courses they were teaching.

Concordia has been examining ways to enhance and improve the role of teaching. Ahmad hopes the University will develop policies to that effect.

"There's a great opportunity for Concordia to take the lead," he said. "I seriously believe there is a lot of room for teachers to excel in teaching at Concordia."



Arshad Ahmad

PHOTO: Charles Bélanger

Professor's husband beaten to death

David Zaharchuk, husband of Philosophy Professor Sue Wake, was found beaten to death early New Year's Day outside the University of Waterloo computer laboratory where he had been working.

The *Toronto Star* reported that Zaharchuk, a 34-year-old graduate student, was found by a student security patrol at about 3 a.m. Police are looking for two men, whom Zaharchuk may have surprised in a break-in. Two other labs in the building had been broken into.

-BB

GUÉRIN UNIVERSITAIRE

Nous sommes à la recherche de professeurs et de professeures, de chargés et de chargées de cours ayant des notes de cours pouvant devenir des manuels ou des projets de rédaction pour les étudiantes et les étudiants de niveaux universitaire et collégial.

Nous sommes aussi à la recherche d'enseignantes et d'enseignants qui nous suggéreraient des manuels en langue anglaise correspondant à des cours de niveaux universitaire et collégial pouvant être traduits en fonction des besoins des étudiantes et des étudiants et du personnel enseignant.

Guérin est le plus important éditeur de manuels scolaires au Québec et le plus important éditeur de manuels scolaires canadiens.

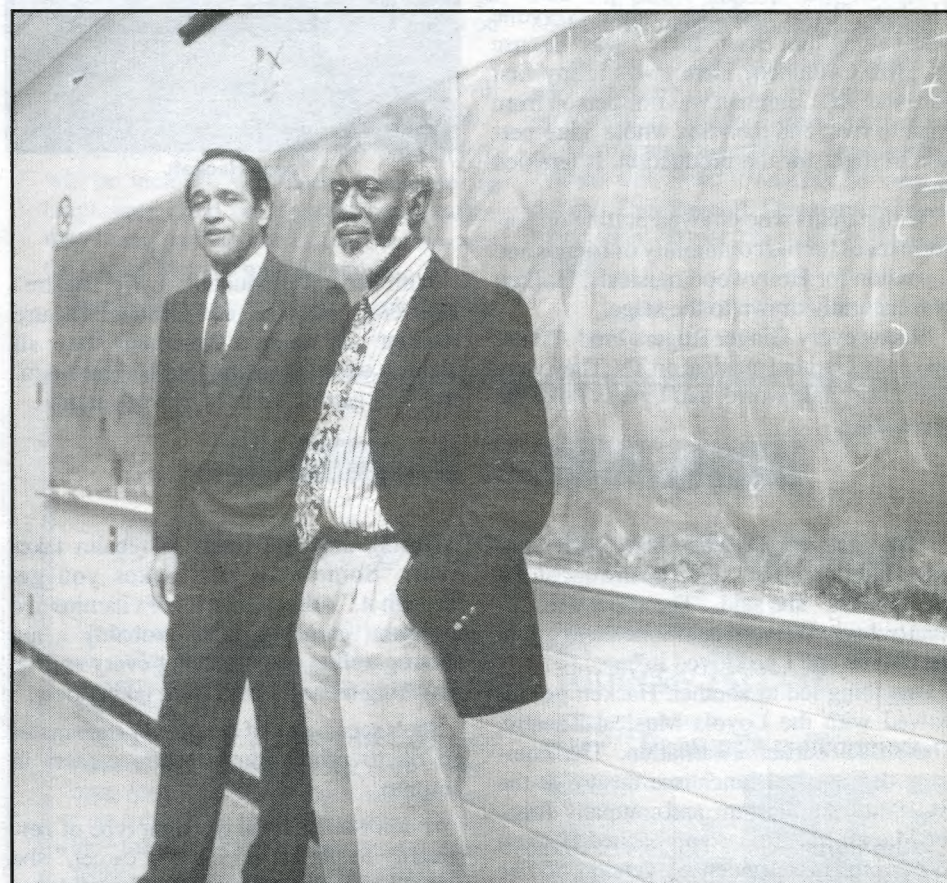
Communiquez vos projets par écrit, par téléphone ou par télécopieur à l'attention de Gaëtan Dufour, vice-président, et soyez assurés et assurées d'une réponse rapide et d'une communication des plus dynamiques.

Guérin, éditeur ltée

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Wills retires from teaching

One last look around



Last class: Dean Christopher Ross dropped in on the last class taught by Associate Dean Roland Wills (right) before retiring from classroom duties. His students have voted to name a computer lab in his honour. Wills will spend a final year at Concordia, working on curriculum issues in the Faculty of Commerce and Administration, where he has given 27 years of service.

PHOTO: Winston Cross

MORNING-AFTER PILL RESEARCH PROJECT

Health Services is participating in a research project headed by the CLSC du Marigot. The project will examine the efficacy of the morning-after pill when administered after 72 hours (three days) but before 120 hours (five days) following unprotected sex.

Currently, the protocol for giving the morning-after pill is up to 72 hours after unprotected intercourse or birth control failure.

If you have been sexually active without protection or have experienced birth control failure, if you fall into the 72-to-120-hour category, and if you wish for more information on the research project, please contact Health Services on the Sir George Williams Campus (Elizabeth McIntosh, at 848-3565) or on the Loyola Campus (Manon Cliche, at 848-3575).

Sue Prosser:

Budding career started on campus

by Josey Vogels

Music and sports have always played a part in Sue Prosser's life. "I started taking

lessons and playing the guitar at 11," said the 28-year-old singer/songwriter, who works as Concordia's Recreation Assistant and Varsity team travel co-ordinator. "Growing up, there was always a struggle between sports and music. I love both."

And she's found a way to have both. With a BA in Recreation and a graduate diploma

in Sports Administration from Concordia, she was able to land a job in the University's Athletics Department and continue to develop her talent.

Similar Features

Now she fronts a four-piece band called Similar Features, a Melissa Etheridge tribute band which has recently begun performing Prosser's original material.

Once last year Prosser performed with her leg in a brace from a hockey injury, but so far, the former Concordia Women's Hockey team player hasn't written any songs about sports, and insists her two talents don't mix.

"They're totally different," said Prosser, who still plays for the alumnae hockey team. But that doesn't mean people are unaware of her talents at the University. "I get asked to play at a lot of University functions."

Among recent Concordia engagements, Prosser played a World AIDS Day event organized by Health Services, and an AIDS benefit last year at Reggie's Pub. Going solo at the University, where she works, is easier than a conventional gig, when "it's a lot more work to get the whole band together."

Prosser grew up in Athens, Ont., a small town near Brockville, and while she always played guitar, it wasn't until she came to study at Concordia that she started singing. "I was in residence for three years, and I started playing at their coffee house once a semester."

With Similar Features going strong for about a year now, Prosser is happy to see her songwriting talents getting put to use by the band. "The cover material was a good vehicle to get going, but now we're more serious about doing our original stuff."

In her writing, Prosser draws from personal experience to create universal feelings everyone can relate to.

"I try to write from three or four perspectives, so whether the theme is trying to make it in this world or whatever, it will have three or four different meanings. Some people only see one meaning; it's whatever you feel from it."

Prosser had no lessons, but that's changed now that the band is doing regular club shows, where she ends up singing three sets, three nights a week. "When you're singing 35 songs a night, you need to build up your stamina and endurance, so I've started taking some vocal training."

First recording

This month the band heads into the studio to produce its first professional recording. A couple of record companies have already expressed interest. The band even has a manager. But while things are picking up with the band, Prosser isn't about to give up her day job.

"My philosophy is not to expect anything," she said. "If things are meant to happen they will. I'm not going to jump the gun all of a sudden and leave." But Prosser said she'll have to act fast. "If I neglect (my musical aspirations) now, I'm not getting any younger and I don't want to be regretting things if I don't pursue them now."

Similar Features plays Jan. 30 at MCleane's Pub, 1210 Peel St. The show starts at 10:30 p.m. There is no cover charge.

Jane Hackett:

Secretary goes Broadway

by Josey Vogels

Jane Hackett has been performing musical theatre since her early days as secretary to Dean of Students Brian Counihan. In fact, at one point, some 20 years ago, she found herself about to marry her boss on stage.

In one of her first shows with Thé-Arts Loyola, a company which drew on the talents of students, staff and faculty, Hackett was cast as Counihan's fiancée in a production of Cole Porter's *Anything Goes*.

"We hardly even knew each other," said Hackett. "Even backstage, while everyone was calling him Brian, there I was, Excuse me, Mr. Counihan? Here I was in my first job, and Mr. Counihan was one person from nine to five, and then this whole other person at night for the production. It terrified me."

With parents who enjoyed putting on performances for the community or friends and a passion for Hollywood musicals, Hackett was naturally drawn to the stage.

"I saw every Ginger Rogers/Fred Astaire and Judy Garland musical on TV. They were like a fairy-tale world, and I guess I like the pretending."

Calamity Jane

"The first year I worked here, a friend of mine auditioned for Lyric Theatre out on the West Island," she said. "The show was *Calamity Jane*. We both auditioned and got in the chorus and I just loved it."

One thing led to another. Hackett got involved with the Loyola Musical Theatre, Thé-Arts's earlier incarnation. The company did musical lunchtime theatre at the F.C. Smith Auditorium, and company director Maxim Mazumdar approached Hackett to perform in a condensed version of *The Boyfriend*.

"That was it. I did it, absolutely loved it, and did all the shows with them after that," she said.

Hackett continued to work with the company when it became Thé-Arts Loyola. From there she branched out to do more work with Lyric, Lakeshore Players and the Montréal Music Company. She even went professional for a brief stint around 1975.

"I wasn't sure whether I wanted to pursue theatre or not, so I stopped working at Concordia and went to the Banff School of Fine Arts for the summer session." Hackett ended up back at Concordia full-time when she discovered how tough it was to find theatre work in English in Montréal, but she didn't give it up in her off-hours.



Jane Hackett

With her last production, Lyric Theatre's *The King and I* at the Centaur Theatre, Hackett was doing a three-hour show six nights a week, crawling into bed by 1 a.m., and then getting up to be at work at nine.

Adrenalin

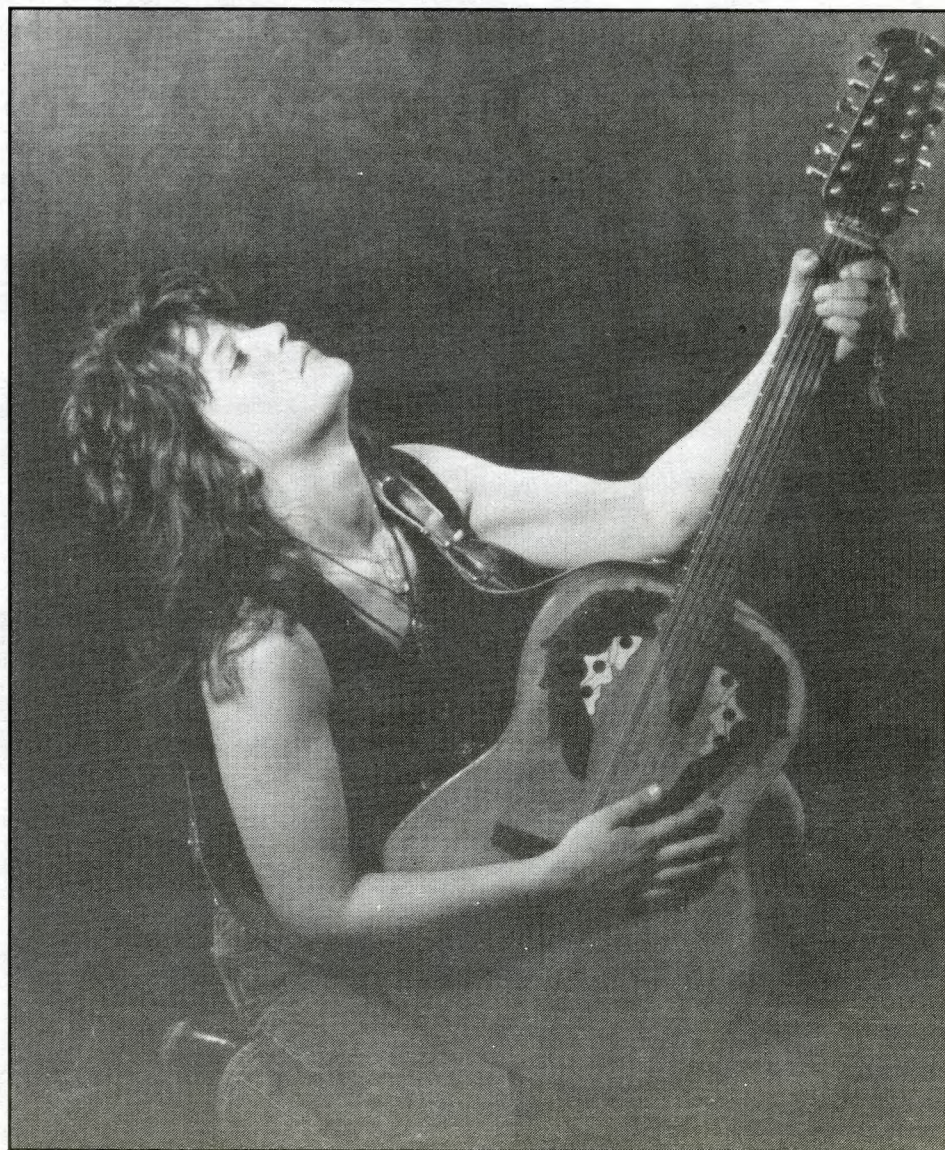
During stressful times, adrenalin takes over. "Something just makes you get through it." Adrenalin, a lot of vitamins and incessant gargling. "I'm probably a nut about gargling and watching every snuffle. Anything to stop a cold from taking over."

She's seen many of her former stagemates go on to professional theatre careers in Toronto.

"I don't think I had the right type of personality to pursue acting as a career," she said. "You have to have a lot of confidence and take rejection very easily. You have to be able to just go for it, and I don't think that's me."

Hackett said her amateur work is sometimes more rewarding. Musicals like *The King and I* don't get done by professional companies because they're simply too expensive, she added. "I feel like I've had a chance to play a lot of roles that just wouldn't be done, or if they were, it would have a lot of money sunk into it and have some star playing the main role."

Hackett has no shows in the near future, but still sings with the Lyric Theatre Vocal Group, a 45-member choir that does Broadway numbers. The group performs at Concordia's Concert Hall each June.



Sue Prosser

Apples and oranges? SSHRC/Canada Council merger worries some academics

by Barbara Black

Will artists and academics be comfortable under the same funding umbrella? Since it was announced last winter that the Social Sciences and Humanities Research Council (SSHRC) and the Canada Council will merge, some people are wondering.

Judith Scherer Herz, a professor in the English Department, felt so concerned that she wrote a letter to *The Gazette* charging that the government's announcement had not been preceded by consultation with either the academic or arts communities, and that the proposed structure "will inevitably foster a useless and possibly destructive competition between artists and scholars."

CARSSH

The new agency will be called the Canada Council for the Arts and for Research in the Social Sciences and the Humanities (or CARSSH, an acronym which has given rise to a few jokes about the Ottawa resident and international photographer, Yousuf Karsh). Paule Leduc, president of SSHRC, was given the added post of director of the Canada Council last summer, a first step in the merger process.

The streamlined super-council, which Ottawa officials call "a totally new agency," will also include the international academic and cultural programmes of the Department of External Affairs.

Back to square one

In one sense, the system is merely reverting to what it once was. The Canada Council was created in 1959 to serve the general area of the arts and humanities.

However, the 1970s saw a lively explosion of scholarly research. In 1978, SSHRC was created to give academics an agency of their own, and let the Canada Council concentrate on supporting writers, artists and performers. Backtracking in the name of cost-efficiency, some Concordia faculty say, is a betrayal of the acknowledgement that artists and academics are apples and oranges.

Brian Biggar, a communications officer for SSHRC, said the merger should be seen in context. It was part of a streamlining initiative in last February's budget which dissolved, merged or privatized 49 government councils, including the high-profile Economic Council of Canada and the Law Reform Commission.

Biggar said in a telephone interview from Ottawa that the new agency is committed in the enabling legislation to fair representation for all its clients. Section 38.4 (4) of Bill C-93 says the government "shall have regard to the importance of maintaining a broadly representative membership that reflects the functions of the Council."

Just as some people are worrying now over the SSHRC/Canada Council merger, Biggar said, there was debate in 1978 over the wisdom of splitting social scientists from artists.

"From afar," Hertz said in her letter, published Dec. 20, "it might seem logical that a musician and a musicologist would have

more in common than a musicologist and a psychologist. But the needs of the musicologist — time and funding for research, support for graduate students, for publications and for conferences — are in institutional terms distinct from the needs of the musician."

Ulrike de Brentani, Associate Dean of Commerce and Administration, agreed. The recipient of a SSHRC grant, she also volunteers three weeks a year on a SSHRC adjudication committee.

Shock to everyone

The merger was "a great shock to everyone," she said. "The social sciences are going to have some problems. We have more and more researchers, constant encouragement to do research, but funding doesn't increase. People get discouraged and don't apply. I think we're going to have more difficulty than ever in a larger agency."

Judith Woodsworth, Chair of Études françaises, said researchers must have faith that the merger will not have negative effects, but took issue with Bill C-93, which is frozen in second reading until Parliament resumes Feb. 1.

"The way the legislation was drafted, SSHRC was dissolved and humanities was just tacked on the end of a new name. There's no guarantee of fair representation for all areas or real scholarship."

Woodsworth is on the board of the Canadian Federation for the Humanities, which took advantage of the presentation of the

Governor-General's Awards for Literature in Montréal on Nov. 30 to hold a press conference denouncing the government's move. (The Canada Council sponsors the Governor-General's Awards.)

Robert Nadeau, president of the Federation, said: "This legislation threatens to weaken humanities scholarship drastically. Whatever guarantees are being offered, what is really happening here is that the humanities being dumped unceremoniously back into the government's cultural portfolio. ... The financial, political and constitutional instability of that portfolio gives us little cause for comfort."

The Association of Universities and Colleges of Canada (AUCC) has also expressed concern about the merger.

Not only will SSHRC disappear as a separate agency, but a promised four-per-cent (\$40 million) increase in funding for 1993-94 and 1994-95, announced last spring, has been cancelled because of the recession.

SSHRC president Paule Leduc issued a statement last month assuring university administrators that funding would be sustained at 1992-93 levels. Saying that the withdrawal of the promised increases are regrettable: "However, we take encouragement from the fact that the 1992-93 level of funding ... has not been subject to the major spending cuts, running as high as 10 per cent, imposed on so many other areas of federal responsibility."

Some Concordia recipients of SSHRC grants are taking a wait-and-see attitude, putting their faith in the good sense of the

policy-makers and their past experience with SSHRC.

Loren Lerner, the head of Special Services for Concordia Libraries, said the adjudication processes appear to be operating as usual, quite separately for academics and artists. Psychology Professor Lisa Serbin is "anxiously waiting to see how they do it," but feels that SSHRC will continue to be "basically responsible and responsive."

Concordia's share of SSHRC grants has risen to \$1,329,603 in 1991-92, from \$842,446 in 1988-89.

For Audrey Williams, Director of Research Services, the impending merger may even open a new door. Administrative ties to university researchers may make it possible to improve the support for artists working in the university context.

Canada Council grants are given directly to individuals, and while some artists prefer to have complete control over their money, others dislike the taxes and administrative worry it involves. They would rather have a grant that went through the University.

"Fine Arts people are reticent [about the merger]," Williams said, "but they feel they'll fare better and be recognized in the university context. This is what we're pushing for, and hoping will be done."

Receiving Fine Arts grants through the institution would have the added benefit of showing up on Concordia's books, and increasing the University's clout with the Québec government.

A fresh start on the 5th floor

A reception was held Dec. 10 to thank the workers who moved the Mechanical Engineering Department offices from the 9th to the 5th floor of the Henry F. Hall Building. Pictured here are Faye Pennell, Serge Lalonde, Daniel Drovín, Ted Hemming, Bob McPherson, M.O.M. Osman (Chair), Jane Claassen, Carol Williams, Eddy Ginocchi, P.S. Subramanya, Joe Frazao, Sean Bradshaw, Wesley Fitch, John Elliott, Professor Rama Bhat, Robert Morris, Professor Georgios Vatisas, Larry Jeffrey (Manager, Professional Trades), Terry Rodgers, Yves Lefebvre, Jocelyn Miron, Michel Miron, John Fisher, Al Bossi and Yves Lanneville.

PHOTO: Joans Papaurelis



Findings to be published in new book

Friendship important for healthy growth

by Rachel Alkallay

Did you have a lot of friends when you were growing up?

Children who are popular but lack close friends are more likely to have problems than children who are not popular but have a solid friendship to fall back on, according to Psychology Professor William Bukowski. He was one of the organizers of a conference on friendship held last fall at Concordia.

The conference, which brought child and clinical psychologists together with sociologists, explored the concept of friendship and its effect on development in childhood and adolescence.

Bukowski said children without friends have more problems within the family. Until recently, the family was considered the primary agent of social development. A child's popularity was also considered an influential factor in development. Friendship was in a sense taken for granted, Bukowski said.

New field of study

Friendship research has only emerged within the past 10 years, mainly in North America. Recent research indicates that friendship in childhood acts as a buffer, protecting children from the full impact of difficult family situations such as abuse. Friendship is particularly important during the transitional years from elementary to high school.

Definitions of friendships vary through childhood. For a young child, a friend might be defined as a playmate. As a child grows older, reciprocity and responsibility come to be expected in friendship.

Bukowski's research follows young adolescents for a period of one to two years. Early findings in friendship studies indicate that friendship is an essential component in the healthy development of children and adolescents. One or two solid friendships are sufficient, and friends during those years are usually of the same sex.

Book designed as tool

The 17 conference members will present their findings in a book titled *The Company They Keep: Friendship in Childhood and Adolescence*, to be published by Cambridge University Press in late 1993 or early 1994. The book is designed as a tool for academics and others working in the fields of social studies and humanities.

Bukowski worked for a year with Willard Hartup of the University of Minnesota and Andrew F. Newcomb of the University of Richmond to prepare for the conference. Psychology Professor Anna-Beth Doyle was the only other Concordia participant in the three-day event. The idea for the conference came from a meeting of the Society for Research and Child Development, which, with the T. Grant Foundation, supported this first meeting on childhood friendship.



Among friends: Flanked by delegates to the conference on friendship are (seated, left to right): Andy Newcomb, University of Richmond; Concordia Psychology Professor Bill Bukowski; Bill Hartup, University of Minnesota; Steve Asher, University of Illinois; and Fran Aboud, McGill University.

PHOTO: Edmund Wong

Financial aid package softens blow

Tuition fees rise again for all students

by Barbara Black and Ken Whittingham

The cost of attending Concordia will go up by \$5.89 per credit for undergraduates next year, an increase of about \$150 annually for the average full-time student.

The University's Board of Governors approved the rise in tuition fees at its Dec. 16 meeting.

Concordia fees are currently the lowest in Québec. Québec fees, in turn, are 30 to 40 per cent lower than those in other Canadian provinces.

In the interests of equity and simplicity, the increases have been designed to equalize fees for the various categories of students, undergraduate and graduate, regular and independent, audit and credit.

Since Concordia has traditionally charged graduate students less than undergraduates, equalizing fees will mean that graduates will see a sharper rise next year of \$11.72 per credit.

International students will pay more, too: \$7.25 per credit if they are undergraduates, and \$46.25 if they are graduate students. The Québec government ordered a 20-per cent increase in graduate fees for international students as far back as 1991. Concordia had held off doing so until now, but could no longer sustain the loss in revenue.

The good news is that tuition fees won't be increasing dramatically in the near future. In December 1991, the Québec cabinet decided that tuition fees would be indexed each year according to the Consumer Price Index. Tuition fees increased in 1992-93 by 6 per cent. However, it looks like the indexation rate for 1993-94 will be much lower, about 1.9 per cent.

The decision to set new tuition rates is tied to changes in government funding regulations that take effect in 1993-94. Revenue

from both sources will give Concordia approximately \$2.6 million in extra funding next year.

Many of the student governors and faculty representatives on the Board spoke out against the proposal to increase fees. They were assured that serious efforts are being made to soften the effects of the sharp rise by increasing financial aid.

Graduate students

Concordia will funnel 50 per cent of the increase in net tuition revenue from graduate students into graduate fellowships. The estimate for next year is \$200,000. The \$10 term fee for graduate students will also be abolished.

Similarly, the University will funnel half of the increase in net tuition revenue from international graduate students into some form of financial assistance; the estimate for next year is \$50,000.

Following undergraduate tuition in-

creases in 1990 and 1991, Concordia established a work study programme, increased its emergency loan subsidy, and appointed a financial aid officer to help students secure financial assistance from Concordia and the Québec government.

As a result of the latest increases, Concordia will increase its work study programme subsidy by \$100,000 a year, and will stop charging interest during the fall on amounts billed in September for winter term courses.

In addition to Concordia assistance, the government has been directing 20 per cent of the money it obtains from tuition increases into extra funding for the province's often maligned loans and bursaries programme.

The student representatives on the Board of Governors were also told that every dollar raised through the increases at Concordia will go towards "academic development," items that directly benefit the quality of instruction offered Concordia students.

FUTURE OF CONCORDIA: Building a Community

The fourth annual one-day conference on "The Future of Concordia" will be held Friday, March 19 on the Sir George Williams Campus.

This year's theme, Building a Community, will explore:

- the ideal of community within the University: not just a place to work and study, but a community and a way of life;
- what needs to happen to make this a better place in which to work and study;
- how the absence of community contributes to harassment and violence; and
- the roles and responsibilities of staff, faculty, students and senior administrators in creating an environment in which we belong and to which we welcome others.

Participation and commitment from all members of the University will result in an environment that truly is different, where our stated values of equality, non-discrimination and tolerance of diversity are actively promoted, and we are seen to mean what we say.

FOR MORE INFORMATION, CALL GRENDON HAINES AT 848-3595.

Knowledge transfer is self-sustaining**JUST great: Jordan University connects with Concordia**

by Sylvain Comeau

Concordia's Faculty of Engineering and Computer Science and Jordan University of Science and Technology (JUST) have formed an alliance designed to help boost that country's domestic economy through education and technology transfer.

"JUST was established in 1986 specifically to promote economic development," said JUST Vice-President Ahmad Abu-El-Haija. "We are not very rich in natural resources, so our emphasis is on developing the technology and manufacturing sectors. This kind of initiative fits very well into our overall strategy."

Abu-El-Haija was in Montréal last November to hammer out some of the details of the ambitious five-year project. He met with project-director T.S. Sankar, Professor and Special Co-ordinator (Research and External Relations) for the Faculty of Engineering and Computer Science.

"This is the kind of exchange that has a lasting impact," Sankar said. "You can give an institution a piece of equipment, and it will be out of date in 10 years. But a knowledge transfer is self-sustaining; you never lose it. Knowledge just produces more knowledge."

Industry-oriented courses

The programme will train JUST professors to establish a series of industry-oriented courses in manufacturing technology, with emphasis on efficient and cost-effective production methods. Sankar and Abu-El-Haija are hoping for financial support from the Canadian International Development Agency (CIDA), which has already sponsored a Concordia delegation to Jordan.

"CIDA isn't interested in simple requests for money," Sankar said. "They want to see projects that actively work toward development overseas, so I think ours has a good chance. Also, Canada has an interest in keeping Jordan in its politically neutral, moderating role in the Middle East, and the way to do that is to help their economic strength."

The project submission sent to CIDA on Oct. 1 calls for a total budget of \$1.6 million from June 1, 1993 to May 31, 1998, with CIDA absorbing 62 per cent of the cost, and Concordia and JUST the rest. Even if the requested funding doesn't come through, both universities will go ahead with the project, although on a smaller scale. Sankar and Abu-El-Haija have already received pledges of co-operation and support from Jordanian industry.

During Sankar's visit to Jordan, they visited the factories of small- to medium-sized industries.

"They were very enthusiastic," Abu-El-Haija recalled. "Many of them offered to run several of our workshops and courses on their premises. The industries will take part in the decision-making process. They are the ones who best know their needs, so one of our criteria for success will be how well our programmes are helping them."

The courses at JUST will be given to full- and part-time students as well as industry

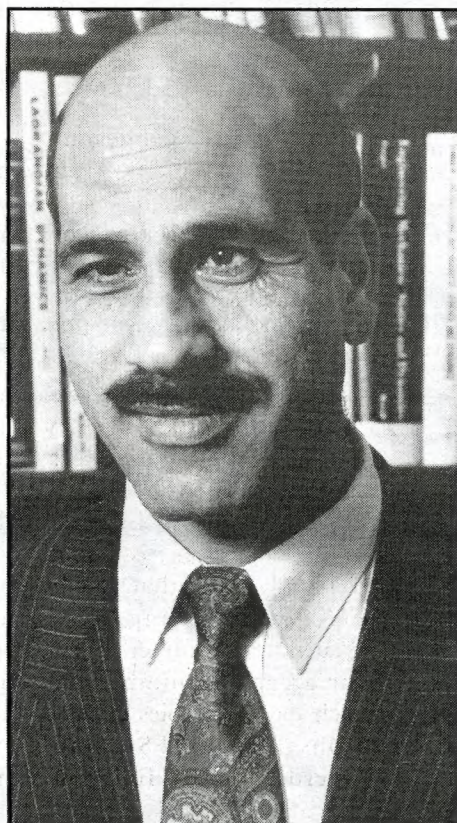


PHOTO: Jonas Papaurelis

Ahmad Abu-El-Haija, vice-president of the Jordan University of Science and Technology (JUST), who visited Concordia in November.

professionals seeking retraining. They will receive instruction not only in manufacturing and production methods, but in the technology of recycling and other environmentally sound practices.

Design for recycling

"Recycling is particularly important for a country short in natural and material resources, like Jordan," said Sankar. "So we will introduce into the programme what is known as 'design for recycling,' which means that when something is designed and manufactured, it doesn't have to be melted down and go through sheet-molding and so on to be recycled. Many of its components can be used in future generations of design of the same product, with adaptability to the future versions."

The initiative taps into the experience of both institutions. In its brief six-year history, JUST has launched a telecommunications project with the University of Ottawa, a nursing project with the University of Windsor (both CIDA-funded) and a co-operative project with Texas Tech.

Concordia's Faculty of Engineering and Computer Science, for its part, has forged many ties with industry, and will be completing a CIDA-sponsored joint doctoral programme in 1995 with China's Southeast University.

Both co-directors are confident that their past experience with CIDA will give them an edge in the competition for funding. But Abu-El-Haija pointed out that the real engine driving the project will be motivation, not money.

"No amount of money can make it work if the commitment isn't there. The dedicated people involved will make it happen. There is a tremendous amount of enthusiasm and energy on both sides."

FACULTY CORNER

compiled by Sharon Bishin

This is the last of a three-part introduction to the Faculty of Commerce and Administration. Part One dealt with the administration and makeup of the five departments with the Faculty (Accountancy, Decision Sciences/Management Information Systems, Finance, Marketing and Management). Part Two outlined the academic programmes offered. The focus of this final part is on specific programmes, activities and research initiatives.

Does the Faculty run research centres? There are three research centres run by the Faculty of Commerce and Administration: Small Business and Entrepreneurial Studies, Transportation and Pharmaceutical Management. The Faculty also operates a Small Business Consulting Bureau run mainly by students. The noted *Canadian Journal of Administrative Sciences* is also housed in the Faculty.

What are a few examples of research concentrations within each department? Accountancy: measurement, evaluation and prediction of corporate performance; and applications of economic theory to accounting issues;

DS/MIS: pure and applied research in inventory management, econometric modelling and management information systems;

Finance: market efficiency and regulation and international/domestic lending behaviours;

Management: organizational behaviour and theory, human resources management, strategy and policy; and

Marketing: product management, consumer behaviour, perceptual mapping, international marketing and marketing and the arts.

What is the Executive Development Programme? Established in 1988, it offers a wide variety of practical seminars to the business community such as quality control, strategic planning, total quality management, inventory control and absenteeism.

What is the International Business Programme? It is a series of analytical courses which educates students about the concepts of doing business abroad from a Canadian perspective.

What is the purpose of the International Exchange Programme? The programme enables the Faculty to receive students from many parts of the world. It also allows faculty members to go on-site to provide scholars and students from other countries with North American business insights.

How does this international orientation benefit the Faculty? Many of the Faculty's professors are renowned internationally for their work in research; several are consultants to industry and government. Collectively, they hail from more than 20 countries and speak more than two dozen languages.

Why was the Awards of Distinction luncheon created? This annual event honours prominent Montréal business people for outstanding performance in finance, commerce and community service, and offers students a chance to meet the corporate world in a relaxed setting.

What is the reason for the Executive MBA Guest Speaker Series? It was developed by the EMBA (Executive MBA) Alumni Chapter, to invite top speakers to share their experience and point of view with students.

And the International MBA Case Competition? This event is organized annually by a team of MBA students. Now in its twelfth year, the international competition invites teams from all over the world to compete against 18 of the top Canadian teams in presenting an analysis of business cases to a panel of judges.

Are the Commerce Games organized by students? Yes. Their goal is to unite students from across the province to participate in competitions based on academics, sports and social events.

Students on patrol

Starting this month, students will have their own patrol service. The initiative for the pilot project to patrol the Bryan Building on the Loyola Campus came from Communication Studies student Tara Schwartz.

Security Director Michel Bujold, calling campus safety "a main concern," said the student-run patrol will complement existing security patrols. The Bryan Building is an

ideal site for the pilot project, as its design "has caused past and present students to feel concerned and uneasy after hours."

If successful, the student patrol might be extended to other areas of the University. Any questions about the patrol are welcomed. For more information, contact Tara Schwartz at 848-2541.

-Neil Peden

Repeat performance

Chartered accountancy programme passes the test

by Sylvain Comeau

Eight-five per cent of Concordia's Diploma in Accountancy students passed the 1992 Uniform Final Examination in Chartered Accountancy. Among Concordia students taking their first stab at it, 87.5 per cent earned a passing grade.

The figures compare more than favourably with the overall Québec and national pass rates: 37.10 per cent and 53.6 per cent, respectively.

"The national pass rate has been around 50 per cent for many years," said Gail Fayerman, director of Concordia's Diploma in Accountancy programme. "Chartered accountancy is viewed as a very rigorous degree, and the standards are set high in order to maintain the profession's prestige and the proficiency of graduates. The exam never gets any easier."

In four of the past five years, the Concordia pass rate for first-time writers of the U.F.E. has led the province. Fayerman said there are several reasons for Concordia's impressive results.

Small classes

"One is the small size of the Diploma in Accountancy programme, which means that students get a lot of personal attention. Also, since the U.F.E. is always geared to the current economy and what professional accountants have to deal with in the business world, our courses evolve quickly to keep up with current developments." A third advantage is the extra preparation given by Concordia's Accountancy summer school.

The number of Concordians writing the four-day, 16-hour exam varies from year to year. "This is the largest number we've ever had write the exam — 32 students — while still maintaining such a high average. Once you get into large numbers, you're quite happy if you can get over the national average. In other years, we've had a lot fewer students write, and the danger there is that if one person goes the wrong way it throws the numbers off completely."

But that works both ways. "In 1989 we had only 16 first-time writers, and 15 passed, for a 94-per-cent pass rate."

Work together

Two students in particular had a hand in pushing up Concordia's average. Alberto Anelli and Salvatore Forgione tied for second place in Québec for 1992, and shared the first Howard B. Ripstein Award for the highest U.F.E. score at Concordia.

Both work at the same accountancy firm, Caron, Bélanger, Ernst and Young, attended the same high school and CEGEP, and studied together throughout the summer. Destiny seemed to be at work in the final results, but they are relieved at simply having passed the gruelling exam.

"It's the hardest exam I've ever done," Forgione said. "I would have been happy to just pass it, which has been my goal for the last two years. Anything else was a bonus, so when I found out I tied for second in Québec, I was shocked. That's quite a bonus."

"We took the summer off from work and

studied six or seven hours a day," Anelli said. "We also benefitted from in-house training at the office, so our inherent chance of passing was maybe 60 to 70 per cent. I walked in pretty confident, but when I walked out, all I wanted was a passing grade."

The exam, set by the Canadian Institute of Chartered Accountants, is the final step in obtaining a CA designation. It is designed to test students for all the basic skills of the working professional, said Ron Boucher, Assistant Director of the Diploma in Ac-

countancy programme.

Tests communication skills

"It tests students' knowledge, of course, but also how effectively they communicate," Boucher said. "You can be a brilliant student, but if you can't express yourself, you won't do any better than someone who knows nothing about accounting. And besides answering questions, they want to see how well students perform under pressure."

The U.F.E. puts many students through

the wringer every year, but for Christopher Ross, Dean of Concordia's Faculty of Commerce and Administration, it is also a test for the University.

"It's the only exam I know of in which the students are evaluated by an outside body instead of by the professors," he said. "We have to practise a lot to understand the kind of questions that will be asked. So the exam is an evaluation of our programme as well as of the students. And I really believe we have the right formula for training the students to pass it. This year was not a fluke."

Spirit of Christmas campaign nets \$8,946

Faculty, students and staff sing for students' suppers



The Spirit of Christmas burned bright at the Concordia Choir's pre-holiday concert. Choristers in action above are Diane Bellemare (Health Services), Nancy Stewart (Faculty Personnel), Steven Methot, Kathy Waters (English), Chris Gray (Philosophy), Cindy Hedrich (Vice-Rector, Academic), and director Nathalie Manzer (Campus Ministry). This and other events, plus many sizeable individual donations, raised a record of \$8,946 for the Spirit of Christmas Fund, which provides food vouchers year-round for needy students. Chaplain Peter Coté is delighted, and wants to thank everyone who gave. PHOTO: Jonas Papaurelis

CORRECTION

In an article on conjugal violence in the December 3 issue of *CTR*, a quotation was incorrectly attributed. The quote appeared in a box, and began (We know you live in fear. . .). It was attributed to Assunta Saura, but in fact came from a pamphlet on conjugal violence published by the South Asian Women's Centre. *CTR* regrets the error.

MEMO FROM THE OFFICE OF RESEARCH SERVICES

Third Synergie competition announced

As a result of the availability of additional funds, the ministre de l'Enseignement supérieur et de la Science has announced a third competition for funding under the Synergie programme.

Created in December 1991, the Synergie programme invites university researchers to submit proposals, together with at least two Québec industries as partners, to initiate new projects of an innovative and imaginative nature.

Financial contributions from industry should be approximately 10 to 40 per cent of the cost of the project, depending on the company's size.

Awards from the first competition ranged in dollar value from \$704,000 to \$3,200,000.

THE DEADLINE FOR APPLICATIONS TO THE OFFICE OF RESEARCH SERVICES IS MONDAY, MARCH 15, 1993.

Please call the Office of Research Services (4888) for more information.

Taken to TASCC

The CASA executive has unanimously endorsed a report aimed at improving student life in the Faculty of Commerce and Administration.

The report by the Take A Stand for Commerce at Concordia (TASCC) committee was presented at CASA's Nov. 4 meeting. Intended to stimulate debate at all levels of the University, it "will be the main focus and priority for CASA this academic year," said Gregory Edwards, CASA vice-president for academic and student affairs.

Among the improvements suggested are G.P.A. and transcript reform, the inclusion of professors' names with course listings (the Commerce Faculty currently lists all professors as TBA), the publication of teacher evaluations and the elimination of Friday classes. The report also cites insufficient desk space, poor lighting and non-functioning equipment; air quality in the university is described as "deplorable."

The TASCC committee urges concerned students to join them, and to sign a petition supporting their reforms at the CASA office, GM 218-7.

—Neil Peden

Advisory Board meets for the first time



Present at the first meeting of the Advisory Board to the Faculty of Commerce and Administration were (left to right): Derek Acland (Director, MBA); John Hanna (United Westburne); Roland Wills (Associate Dean); Marianne Donaldson (Rourke, Bourbonnais); Robert de Fougères (Canadian Corporate Funding); Pierre Bourgie (Urgel Bourgie); Pierre Brunet (Director, EMBA); Abolhassan Jalilvand (Chair, Finance); Manek Kirpalani (Marketing); Advisory Board Chair Humberto Santos (Caisse Central Desjardins); and Dean Christopher A. Ross. Absent were Lawrence Bloomberg (First Marathon), Christina Gold (Avon), Carole Lafrance (Cala), Gabriel Savard (Société de Développement Industriel du Québec) and Jonathan Wener (Candarel).

The purpose of the Advisory Board is to allow for an exchange of ideas between the academic sector and the business community. These business and professional leaders have made themselves available to the Faculty and will be meeting three times this semester to discuss a variety of topics.

New look in pay stubs

The payroll module of the University's Management Information System will go into effect this month, and you'll know it on payday.

First, codes for salary and deductions will appear on the reverse side of the pay stub.

The four-per-cent vacation entitlement will be included with each paycheque for employees hired on a casual basis, rather than being paid at date of termination or at the end of May, as has been done.

Employees who have not provided the

Payroll Department with banking information for direct deposit will receive their cheques by mail at their home address.

The Human Resource and Treasury Departments are introducing this system to provide more detailed information and more rapid information retrieval. A more efficient system will make it possible to keep costs down. The Payroll Department handles more than 80 per cent of the University budget.

—BB



*The Impact of
Feminism
on the Academy:
Personal Views of
Four Distinguished
Scholars*

Professor Gregory Baum

Religious Studies

Professor Roger Keesing

Anthropology

Professor Rose Sheinin

Vice-Rector (Academic) Concordia University

Professor James Tully

Philosophy and Political Science

FRIDAY, JANUARY 22, 1993

8:30 a.m. to 5:00 p.m.

The McGill Faculty Club
3450 McTavish

Registration: \$20.00

Students: \$10.00

Includes lunch

To register: 398-3911, fax 398-3986

Registration is limited

McGILL

CENTRE FOR

RESEARCH AND

TEACHING ON

WOMEN



CONCORDIA'S THURSDAY REPORT

Editorial Board Nominations

Concordia's Thursday Report (CTR) is seeking faculty, staff and student representatives to serve on the newspaper's eight-member Editorial Board during 1993-1994.

Editorial Board members will offer counsel and guidance to the newspaper's editor, assist in developing editorial policy and suggest methods to promote accuracy and balance of reporting. Through these means, the Board will help ensure that Concordia's Thursday Report adequately reflects the interests and concerns of the community it serves — the faculty, staff and students of Concordia University.

Each member of the Editorial Board will serve a one-year term (renewable) from August 1st to July 31st. Meetings will normally be held four times a year (in the evening on the second Thursday during the months of October, December, March and June).

CTR welcomes nominations from any member of the Concordia community interested in making the newspaper a better vehicle for campus communication and exchange.

Concordia's Thursday Report

Dean with a difference



INSIDE

News of the Faculty of Engineering and Computer Science

Nominations should be sent c/o Nominations,
CTR Editorial Board, 1463 Bishop Street, Room S-BC-117.

THE DEADLINE FOR RECEIPT OF NOMINATIONS IS 15 MARCH 1993.

For more information, contact CTR Editor Donna Varrica at 848-4882.

Participants raved about Residence food

Legacy of hippie wanderlust brings elders to Concordia

by Carol Krenz

A dynamic group of travellers from Australia and New Zealand spent a week in October at Concordia as part of a visit to Québec.

The visitors, who were taking part in a three-week international Elderhostel programme, enjoyed lectures by Graeme Decarie, Chair of Concordia's History Department, doctoral History student Jim Manson and France Moreau, a specialist in Québec folklore.

Regular summer courses under the auspices of Elderhostel Canada have been a fixture at the University since 1984, but this one was a little different.

"It was the first time that an entire group left together on one charter flight and toured for three weeks," explained programme co-ordinator Judy Swedburg. "They started in Louisiana, then headed to Montréal, and on to Maine and Boston. It must have been exhausting for them, but they really seemed to enjoy it." They also toured Québec City.

Offshoot of Sixties

Elderhostel began in the United States in 1975. It was a time when half of North America's youth seemed to be taking off for foreign countries in search of adventure and broader horizons. Two Americans, Marty Knowlton and David Bianco, had enjoyed touring the hostels of Europe on a hippie budget, and decided that older people ought to be able to do it, too.

They created Elderhostel, which soon spawned a Canadian branch. Now Elderhostel organizes travel for seniors (usually 60 and over, although a spouse or partner may be younger) to more than 70 countries, billeting them on university campuses and offering studies in a wide variety of subjects (but with no exams, grades or credits). Summer months are ideal, because dormitories and facilities are nearly empty.

Elderhostel is still growing fast. The movement now registers nearly a quarter of a million participants a year, with an annual increase of 25 per cent. New members hear about it by word of mouth, because there's

no need to advertise. There is also a speaker's bureau.

Randy and Judy Swedburg of the Department of Leisure Studies are the creative force behind Concordia's participation in Elderhostel. Other participating Québec universities include Laval and the Université du Québec à Montréal, Trois-Rivières, Rimouski and Québec City. The programme is non-profit and self-supporting, and often draws in volunteers from the local community to help out. Judy Swedburg, as programme co-ordinator, identifies venues and designs courses months in advance so that they can be described in the Elderhostel catalogue. Her husband Randy, former Director of Leisure Studies, assumes co-ordination of the programme on campus.

Thrilled at mention

The eight weeks of summer courses often draw on local events like last year's Michelangelo show at the Montréal Museum of Fine Arts and the annual International Jazz Festival.

Judy Swedburg was thrilled to discover that in a feature article published in the October issue of United Airlines' in-flight magazine, *Hemispheres*, her July programme, "Jazz, Jazz, Jazz" was listed as one of the dozen most intriguing Elderhostel offerings. The magazine had a readership of 1,517,000 that month.

The average Elderhostel participant chooses a week of study, which costs \$330. That covers accommodation in the Loyola Campus's Hingston Hall, cafeteria meals and local transportation. Because Hingston Hall was full of students by October, the visitors from Down Under stayed in a hotel, but often ate together in the Faculty Lounge, where they raved about the food and the service. They were younger, on average, than other Elderhostel groups, because the cut-off age in Australia is 50, not 60.

Reaction to Canada was a mixture of confusion and pleasure. Louis Seifert of New Zealand said Montréal is a wonderful place, full of self-reliant and independent citizens.

Not so different

Jenefer Keogh of Australia observed, "We don't know exactly how much we all have

in common until we begin travelling. I see so little difference between Scottish ancestry and French Québec that I can't understand the xenophobic environment here. I guess I'm an outsider who doesn't understand all the subtleties."

Participants were enthusiastic about the whole trip, from the courses and field trips to the vibrant leadership of the Swedburgs.

Judy Swedburg said she'd like to see the programme expanded at Concordia to include an internship in Leisure Studies. That

would be a great way to show young people at the start of their careers how "up" and energetic so-called old people can be.

"Elderhostel has been a very rewarding experience for everyone in Leisure Studies. We get volunteers helping, and of course we get to enjoy meeting these seniors. You never know what's going to happen with them, because they're so lively and curious. We had a student not so long ago who was 91 years of age and never missed one seminar." —additional reporting by Barbara Black



Elderhostel visitors couldn't use the Concordia residence in October, but took meals together on campus. Above, left to right, the only New Zealanders in the group (the others were Australian): Trudy Martin, Louis and Rae Seifert, and Jeff and Joyce Jefferson.

photo by Marcos Townsend

Lilyana Petrovic appointed Chief Returning Officer

Lilyana Petrovic has been appointed Chief Returning Officer by the Judicial Board of the Concordia University Students' Association. Her term expires on May 1, 1993 and will cover the period of CUSA's general elections, which the Judicial Board proposes will take place on Feb. 16, 17 and 18, 1993.

The Judicial Board released a statement last month, saying that it was "most impressed by Ms. Petrovic's experience in student politics and commitment to democratic procedures, and anticipates an efficient and smooth General Election under her competent direction."

—DGV

Happy birthday, CCA

What do Louis Malle, Claude Jutra and Frank Capra have in common?

They've all presented their work at the Montréal Conservatory of Cinematographic Art (CCA).

The Conservatory celebrated its 25th anniversary yesterday with a special screening of a prize-winning Chinese/Hong Kong production, *The Story of Qui Ju*.

The Conservatory was founded by Serge Losique in 1968 with the help of Henri Langlois of the Cinémaèque Française. Since then, it has shown about 600 films a year, and has had more than two million visits from film buffs. Last fall, the CCA got a brand-new venue, the J.A. DeSève Cin-

ema, in Concordia's new downtown library complex.

Over the years, the Conservatory has not only featured the work of famous actors and directors such as Charlie Chaplin, Greta Garbo, Federico Fellini and François Truffaut, but it has also given Montrealers a rare opportunity to see contemporary films from around the world.

The CCA organizes the Canadian Student Film Festival, which began in 1968. Former Concordia student Jean-Claude Lauzon, now one of Canada's hottest film-makers (*Un Zoo la Nuit* and *Léolo*), made his debut at the student festival in 1979 with his film, *Super Mair*.

—MO/BB

OPEN FOR STUDY Extended library hours

Library users returning from holidays will be pleased to know that the Webster and Vanier Library open-for-study hours are:

Monday to Thursday

8:30 a.m. to midnight (formerly 11 p.m.)

Friday

8:30 a.m. to 10 p.m. (formerly 6 p.m.)

Saturday and Sunday

10 a.m. to 10 p.m.

The new open-for-study schedule, which took effect in December, provides additional hours during which the libraries will be available for study.

HAPPY NEW YEAR!
from the library staff

Author, author

SCPA honours faculty

A reception held by the School of Community and Public Affairs November 26 honoured faculty who have recently published books. Above, Political Science professors Harold Chorney (author of *Towards a Humanist Political Economy*), Daniel Salée (*The Shaping of Québec Politics and Society*) and Guy Lachapelle (*Les sondages et les médias lors des élections au Canada*), are joined by SCPA principal Marguerite Mendell (*Culture and Social Change: Social Movements in Québec and Ontario*), and Associate Vice-Rector, Services (Physical Environment) Max Barlow (editor of *Changing Territorial Administration in Czechoslovakia: International Viewpoints*). Several of the books were collaborations with others.

PHOTO: Jonas Papaurelis



Adult education teachers get certification programme

This spring, Concordia will begin to offer the first graduate-level teacher training programme in Québec. The 30-credit Teacher Certification Option, approved at last month's Senate meeting, is also the first to serve English-speaking adult education teachers.

Riva Heft, Director of Adult Education for the Education Department, said the University is responding to a tightening of requirements by Québec's Ministry of Education.

New legislation requires adult education teachers to hold certificates like other teachers in the school system. The law goes into effect in July, but there is a five-year transitional period to give teachers time to improve their credentials.

About 400 English-speaking teachers are affected, roughly half of whom have the qualifications to apply to the new programme, Heft said. The programme, which she described as "an attempt to serve teachers whose jobs are at risk," has already drawn about 75 applications.

Applicants must hold a Bachelor's degree in a related discipline. Deadlines are March 15 for admission in May, and June 15 for admission in September. For more information, please contact the Education Department at 848-2029.

-MO

Fabrikant trial set

The trial of Valery Fabrikant has been set for March 8. The former Concordia professor faces four charges of first-degree murder, one charge of attempted murder and two charges of forcible confinement stemming from a shooting incident at the University on Aug. 24, 1992.

-BB



Liberal Arts College



Loneragan College



School of Community & Public Affairs



Science College



Simone de Beauvoir Institute

UNIVERSITY COLLEGES

OPEN HOUSE

MONDAY, JANUARY 18
1993

Programme:

- | | |
|--------------------|--|
| 1 p.m. - 2 p.m. | Introduction to the Colleges |
| 2 p.m. - 6 p.m. | Open House <ul style="list-style-type: none"> • Visit Colleges • Attend classes • Participate in student activities • Meet students and professors |
| 6 p.m. - 7:30 p.m. | Reception |
| 7:30 p.m. - 9 p.m. | Public Lecture : <i>Educating Ourselves Beyond the Modern Crisis in Values</i>
by Professor Nimrod Aloni
Beit-Berl College of Education, Tel Aviv, Israel |

For R.S.V.P. and information, please call (514) 848-2575.



Concordia
UNIVERSITY

THE RECYCLING CORNER

Two will do

At our November meeting, the Recycling Committee raised the issue of duplicates sent to departments through Mail Services. As many of you may remember, we addressed this problem in last fall's issue of *The Recycler Newsletter*.

Mail Services normally send 14 copies to each area; we have found that two per area is sufficient. Please be sure to specify this number on all items you send out for general distribution. And please, take a moment in turn to circulate all items received for general distribution.

The Committee has suggested the creation of logos to identify recycling stations at the University. We would be pleased to consider ideas and/or designs for these logos from the community. Please send your suggestions to Sharon Hancock, BC-207. Suggestions will be considered at our next recycling meeting.

Also, don't forget to send us your comments and suggestions on the recycling programme at Concordia. Remember, we are a community service, and your input is essential to the success of our mission.

Before doing business in **JAPAN** ... do your homework

Concordia's Centre for Continuing Education is offering an intensive seminar in Japanese Language and Culture for Business People.

- **ACQUIRE INTRODUCTORY LANGUAGE SKILLS IN BASIC JAPANESE.**
- **LEARN THE FUNDAMENTAL INTERCULTURAL AND SOCIAL DIFFERENCES BETWEEN JAPAN AND CANADA.**
- **DEVELOP CONTRACT DEVELOPING SKILLS.**

Date: four consecutive Saturdays, Jan. 30 to Feb. 20, 1993

Time: 9:30 a.m. to 3:30 p.m.

Cost: \$260 (includes GST, QST and all necessary materials)

Registration deadline: Jan. 23, 1993

For further information, call:
Centre for Continuing Education
848-3602/3600

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WOMEN'S AGENDA

MONDAY, JANUARY 18

Simone de Beauvoir Institute

Winnie Frohn, city councillor and Vice President of the Executive Committee, Quebec City, will speak on "Feminists in Politics: Can we fill a void?" Time: noon. Location: The Lounge, Simone de Beauvoir Institute, 2170 Bishop. Information: 848-2373.

WEDNESDAY, JANUARY 20

School of Community and Public Affairs

Professor Chantal Maillé, Simone de Beauvoir Institute, Concordia University, will speak on "Deinstitutionalization in Health and Social Services: How does it affect women?" Time: noon. Location: School of Community and Public Affairs, Basement Lounge, 2149 Mackay. Information: 848-2373. Please bring your lunch. Coffee will be provided.

THESIS DEFENSE

WEDNESDAY, JANUARY 27

Darren Lawless at 14:00 in H-769, 1455 de Maisonneuve Blvd. W. Thesis Title: "Photophysical Studies on Ultra-Small Semiconductor Particles: CdS Quantum Dots, Doped and Undoped TiO₂ and Silver Halides."

TUESDAY, FEBRUARY 2

Jiwoo Rao at 10:00 in H-773, 1455 de Maisonneuve Blvd. W. Thesis Title: "Assessment of the Effect of Mean and Fluctuating Wind-Induced Pressures on Air Infiltration and Ventilation in Buildings: A System Theoretic Approach."

TUESDAY, FEBRUARY 16

Keith Marchessault at 14:00 in H-769, 1455 de Maisonneuve Blvd. W. Thesis Title: "Social Behavior Correlates of Risk in Peer Relations: A Multimethod Assessment of Aggressive, Withdrawn, and Aggressive-withdrawn Children."

ART GALLERY

The Leonard and Bina Ellen Art Gallery is located at 1400 de Maisonneuve Blvd. W. Information: 848-4750.

JANUARY 14 - FEBRUARY 27

"First Impressions: European Views of the Natural History of Canada from the 16th to the 19th Century" (Organized and circulated by the Agnes Etherington Art Centre, Queen's University, Kingston) Time: Monday-Friday 10:00 - 20:00 & Saturday 10:00 - 17:00
"Contemporary Works from the Permanent Collection" Time: Monday-Friday 10:00 - 20:00 and Saturday 10:00 - 17:00

UNTIL JANUARY 30

Kevin de Forest

Painting exhibition by former Concordia graduate Kevin de Forest. Time: Tuesday-Saturday 12:00 - 17:00. Location: La galerie Emergence inc., 372 Ste. Catherine W., suite 312. Information: 874-9423.

UNCLASSIFIED

Tutoring

Tutoring available free of charge to students who have failed the University Writing Test. Info: 848-2326.

Country House for Rent

Charming, furnished, 2 bedrooms, renovated country house, near Ayer's Cliff in Eastyern Townships. 30 minutes to Ski Hills. \$450/mth, available for winter season. Call 842-1071.

For Rent

Cote des Neiges area, lower duplex, 5 1/2, finished basement and garage. Central location, Metro, quiet, bright. \$750/mth, negotiable. Call 737-1444.

For Sale

Hi-Fi (Yorx) Tape deck, radio \$80. and Musical Brass Instruments - brand new. Call 848-2110 or 733-2296.

Employment at G.S.A.

We are seeking a graduate student to work part-time (15-20 hrs/wk) at the G.S.A. Café Communiqué for this semester. \$6./hr. Application available at Graduate Student's Association, 2030 Mackay St., Room T-202. Before January 20, 1993.

ORS Research Grant *INTERNAL DEADLINES*

AGENCY	GRANT	DEADLINE
AUCC	Military and Strategic Studies Postdoctoral Fellowship Program	Jan. 22
AUCC	Postdoctoral fellowships	Jan. 22
Ambassade de France au Canada	Chateaubriand Scholarship Programme	Jan. 25
Ambassade de France au Canada	Post-doctoral	Jan. 22
Canadian-Scandinavian Foundation	Visiting/Travel grants	Jan. 25
Cooperation France-Québec	Congé Sabbatique	Jan. 25
Institut de recherche en Santé et en sécurité du travail du Québec	Research Grants and Research Team Grants	Jan. 26
NATO	Advanced Study Institute/Advanced Research Workshops	Jan. 22
NSERC	International Collaborative Research Grants	Jan. 21
Partnerships-NSERC-Environment Canada	Grants to Faculty for Students	Jan. 22
Rick Hansen - Man in Motion Legacy Fund	Spinal Cord Research Fellowship	Jan. 25
SSHRC	International Summer Institutes Pilot Project	Jan. 21
Secretary of State	Canadian Ethnic Studies Conferences	Jan. 25
Secretary of State	Research Grants in Ethnic Studies	Jan. 25
Secretary of State	Visiting Lectureships	Jan. 25
Sport Canada	Applied Sport Research Programme	Jan. 25

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LECTURES/SEMINARS

THURSDAY, JANUARY 14

Irish Lecture Series

Ira Nadel, English Department, University of British Columbia, will speak on "Moses in Dublin: Joyce, Judaism and the Law." Time: 20:30. Location: DL-200, Russell W. Breen, Senate Chamber, 7141 Sherbrooke St. W. Information call Michael Kenneally at 848-2435.

Department of Geology

Dr. H. Hoffmann, Département de Géologie, Université de Montréal, will speak on "Geological Time-Time Scales." Time: 13:00. Location: DS-229, 7141 Sherbrooke St. W. All welcome.

TUESDAY, JANUARY 19

Learning Development Office

Faculty Workshop: "Teaching for Learning: How well is it going?" You will be introduced to a number of easy-to-use methods for getting information about the impact your teaching is having on your students' learning. Time: 9:00 - 12:00. Location: LB-553-6, 1400 De Maisonneuve Blvd. W. Leader: Ron Smith. Registration information: 848-2495.

THURSDAY, JANUARY 21

Thursdays at Lonergan

Elena Botchorichvili, Dean of the Faculty of Journalism, Independent University of Tbilisi, on "Civil War and the Republic of Georgia." Time: 15:00 - 16:30. Location: (7302 Sherbrooke St. W.) Coffee available from 14:45. Information: 848-2280.

Department of History

Esther Delisle, Ph.D., Laval, will speak on "The Traitor and the Jew: Anti-Semitism and Facism in Quebec during the 1930s." Time: 20:00. Location: H-763, 1455 de Maisonneuve Blvd. W.

Executive MBA Alumni Association

Jonathan I. Wener, Chairman and CEO of Canderel, will speak on "Realty Realities for 1993 and Beyond." Time: 17:30. Location: GM-407, 1550 de Maisonneuve Blvd.

W. Space is limited, please confirm your attendance. 848-2993.

FRIDAY, JANUARY 22

Friday Brown Bag Seminar Series

Ron Wareham, Associate Professor, English, Concordia University, will speak on "The First Record of America in English: Of the New World (1520)." Time: 12:00 - 13:00 in the Vanier Extension Lounge, 3rd floor. Bring your lunch, join in, meet your colleagues. Those who attend regularly are invited to submit presentation proposals for next year.

THURSDAY, JANUARY 26

Learning Development Office

Faculty Workshop: "Bridging the Gap in Assigning Papers." This workshop is designed to help faculty better understand why students have difficulty meeting their expectations. Participants will use one of their own assignments to explore ways of bridging the gap so that their students can write better papers. Time: 9:30 - 12:00. Location: H-440, 1455 de Maisonneuve Blvd. W. Leaders: Mary Mar and Mary O'Malley. Registration information: 848-2495.

THURSDAY, JANUARY 28

Thursdays at Lonergan

Wendy Simon, Fellow, Lonergan University College, on "The Printmaker's Experience." Time: 15:00 - 16:30. Location: (7302 Sherbrooke St. W.) Coffee available from 14:45. Information: 848-2280.

Liberal Arts College

Dr. Tom Rockmore, Duquesne University, will speak on "Nazism and Philosophy: The Case of Martin Heidegger." Time: 20:30. Location: H-110, 1455 de Maisonneuve Blvd. W. Information: 848-2565. Free Admission.

FILM

CONSERVATORY OF CINEMATOGRAPHIC ART

Admission: \$3.00 (including taxes) per screening. Location: Cinéma J.A. DeSève. (1400 de Maisonneuve Blvd. W.). Information: 848-3878.

THURSDAY, JANUARY 14

Ju Dou (1990) Zhang Yimou at 19:00 ; Urga (1991) Nikita Mikhalkov at 21:00.

FRIDAY, JANUARY 15

Kamouraska (1973) Claude Jutra at 19:00 ; Mado (1976) Claude Sautet at 21:15.

SATURDAY, JANUARY 16

La Griffe et la Dent (1976) Francois Bel, Gérard Vienne at 19:00 ; L'Homme qui voulait savoir (1988) George Sluizer at 21:00.

SUNDAY, JANUARY 17

La Petite Aurore, L'Enfant Martyre (1951) Jean-Yves Bigras at 19:00 ; L'Important c'est d'aimer (1975) Andrzej Zulawski at 21:00.

MONDAY, JANUARY 18

La grande Illusion (1937) Jean Renoir at 20:30.

TUESDAY, JANUARY 19

Rashomon (1950) Akira Kurosawa at 20:30.

WEDNESDAY, JANUARY 20

Le jour se leve (1939) Marcel Carné at 20:30.

THURSDAY, JANUARY 21

The Luck of Ginger Coffey (1964) Irvin Kershner at 19:00

; The Gospel According to St. Matthew (1964) Pier Paolo Pasolini at 21:15.

FRIDAY, JANUARY 22

Animation Films from the national Film Board (1980-91) at 19:00 ; Une Histoire Simple (1978) Claude Sautet at 21:00.

THE LOYOLA FILM SERIES

Admission: **FREE**. Location: F.C. Smith Auditorium, Concordia University Loyola Campus, 7141 Sherbrooke St. W. Information: 848-3878.

WEDNESDAY, JANUARY 20

The Bicycle Thief (1948) Vittorio de Sica at 19:00; Nights of Cabiria (1956) Federico Fellini at 20:40.

THURSDAY, JANUARY 21

La Dolce Vita (1959) Federico Fellini at 19:00.

WEDNESDAY, JANUARY 27

Eight and a Half (1962) Federico Fellini at 19:00.

WEDNESDAY, FEBRUARY 3

Miracle in Milan (1950) Vittorio de Sica at 19:00; Il Grido (1957) Michelangelo Antonioni at 20:50.

WEDNESDAY, FEBRUARY 10

L'Avventura (1960) Michelangelo Antonioni at 19:00.

WEDNESDAY, FEBRUARY 17

The Miracle (1948) Roberto Rossellini at 19:00; La Notte (1961) Michelangelo Antonioni at 20:00.

CAMPUS MINISTRY

Loyola Campus RC Mass

Sundays 11:00 and 20:00, Weekdays 12:05. Loyola Campus: Belmore House is now located at 2496 West Broadway. Phone 848-3588. SGW Campus: Annex Z, 2090 Mackay. Phone: 848-3590, 3591.

Tuesdays - Prison Visits

A dialogue program with inmates at Bordeaux. Orientation session is at Annex Z at 14:00, Tuesday January 19th. Students must meet with one of the Chaplains in advance. Visits begin Tuesday, January 26th. For info. phone Matti Terho at 848-3590 or Peter Coté at 848-3586.

Tuesdays - Meditation - 14:15-15:30, Annex Z, 2090 Mackay. Information: Daryl Lynn Ross at 848-3585

Women's Spirituality - 13:00-14:30

Annex Z, 2090 Mackay, New members January only, For info. Daryl Lynn Ross at 848-3585.

Thursday, January 21st at 12 noon - Inter faith Dialogue

Annex R, 2050 Mackay, Brown Bag Lunch. For more information, call Matti Terho at 848-3590.

CPR COURSES

FEBRUARY 7, 1993

CPR Heartsaver Plus Course

8 hours for life. This course includes rescue breathing one-person rescuer CPR management of the obstructed airway and infant, child resuscitation.

FEBRUARY 13, 1993

Baby Heartsaver Course

6 hours for life. This course includes rescue breathing and CPR, as well as management of obstructed airway in the infant and child.

FEBRUARY 14, 1993

CPR Heartsaver Course

4 hours for life, this course includes rescue breathing, one-person rescuer CPR and management of the obstructed airway.

FEBRUARY 26, 27 & 28, 1993

BLS Instructor's Course

This 18-hour course is for people who would like to become instructors. Prerequisites for candidature are: Certification within the previous six months in Basic Cardio Life Support, and an interest in teaching.

JANUARY 30, 1993

BLS Refresher Course

6 hours for life. This course is offered to people certified in the Basic Cardio Life Support Course, who want to renew their certification and update their knowledge.

JANUARY 31, 1993

CPR Heartsaver Course

4 hours for life. This course includes rescue breathing one-person rescuer CPR and management of the obstructed airway.

GRADUATE NEWS

Graduate Student Get-Togethers - School of Graduate Studies

The academic year 1992-93 is the inaugural year for the School of Graduate Studies. It will prove to be exciting and will provide us with the opportunity to initiate projects, such as promoting a lecture series by visiting speakers and other similar ventures, to forge stronger links between faculty and students and to stimulate scholarly debate within the community. In addition, Dean Martin Kusy would like to meet with graduate students so we have arranged "get-togethers" for this purpose. There will be two such sessions each semester at our Graduate Administrative offices, 2145 MacKay Street. They will be held from 18:00 - 20:00 on the following dates; Wednesday, February 3, 1993 and Monday, March 8, 1993. Because our space is limited, I ask that you please reserve one of the following dates by contacting Ms. Kali Sakell at 848-3803 if you are interested in attending. We look forward to seeing you.

MEETINGS

Amateur Radio Club Meetings

Meetings will be held every Tuesday night from 19:00 - 23:00 in H-644-1, 1455 de Maisonneuve Blvd. W. Activities include shortwave listening, international contests, data communications, TV transmission and much more. Information call 848-7421.

Arts and Science Faculty Council Meeting

The next Arts and Science Faculty Council Meeting will be held on Friday, February 12, 1993. Time: 14:00. Location: DL-200, Russell Breen Senate Chamber, 7141 Sherbrooke St. W.

Model U.N. Club

All those interested in joining the Model U.N. Club to represent Concordia at the World's in Prague, Czech. Please come to our meeting, Thursday, January 14, 1993 at 19:00, 2150 Bishop St., Annex D (Political Science Dept.).

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COUNSELLING & DEVELOPMENT

Do you know...Where to locate university calendars worldwide? Where to find a job? How to prepare for an employment interview? How to cope with stress? Where to apply for private financial aid? How to study and improve your G.P.A.? Where you can get support in dealing with personal issues? Be sure to drop by Counselling and Development (Student Services), pick up our brochure, sign up for our WORKSHOPS, meet new and interesting people and find the answers. SGW Campus, H-440, 1455 de Maisonneuve Blvd. W., 848-3545 and Loyola Campus, 2490 West Broadway, 848-3555.

Learning and Writing Centre

The Learning and Writing Centre offers personalized assistance to all Concordia students who want to improve their academic skills and learning potential.

Counselling Service

Professional counsellors offer Concordia students educational, career and personal counselling – one-on-one or in groups. Various tests can help identify and understand particular needs and talents.

Careers Library

The Careers Library, recognized as one of the best of its kind in Canada, helps students take control of their career development, including educational decision-making, career planning and job search.

Career and Placement Service

The Career and Placement Service offers employment counselling and placement services to undergraduate and graduate students seeking part-time, summer or permanent employment. Location: 2070 Mackay Street. Info: 848-7345.

Drop-in Service

A Drop-in Service is available at Counselling and Development on both campuses. It offers 15-minute periods to help students with brief questions of an educational nature. Loyola Campus, 2490 West Broadway, Wednesdays and Thursdays: 12:00-13:00. SGW Campus, H-440, Tuesday 13:00-14:00 and Thursday 14:00-15:00.

SPECIAL NOTICES THIS WEEK

Stumped about your Future Occupation?

Are you confused about which occupations really suit you? Most students are aware of only a very limited number of the multitude of jobs that exist. The Careers Library offers you an opportunity to explore these fields in relation to your interests and abilities. It is the largest career and educational planning centre in Montréal and provides a wide variety of materials on career planning and job search techniques. For further information, come to the Careers Library. SGW Campus, H-440, 848-3556. Loyola Campus, WC-203, 848-3555.

Loss and Grieving

Experiencing loss can be one of the most difficult events in life. Loss of a parent, a loved one or a friend can have a devastating effect. This small, 12-session group pro-

gramme has been designed to help you to cope with loss and grieving. Should you wish to see if this support group can be of help to you, please arrange information appointment in H-440. Date: Jan. 28 - Apr. 15, 1993. Fee: \$20. Information: SGW: 848-3545.

Incest Survivors Group

Examine the ways in which incest has affected you and begin the work toward recovery. Membership in the group is limited and will be determined through a preliminary interview. SGW Campus, H-440. Jan. 13 - Apr. 28, 1993. Fee: \$20. Information: SGW: 848-3545.

Male Incest Survivors

A 10-session group experience is being offered to help male incest survivors break through the isolation and gently explore their issues. Participants will begin the work of recovery from sexual abuse. Please call 848-3555 and set up an appointment with the counsellor to determine if membership in this group could be helpful to you. Campus: Loyola. Dates: Friday, Feb. 5 - Apr. 23, 1993. Time: 10:00-12:00. Fee: \$20.00.

Understanding your Family

A group is being offered that will guide you through the process of exploring the issues associated with having been brought up (or growing up) in your particular family. The eight sessions will help you learn to understand yourself better and to acknowledge the impact your background has had on you. A preliminary interview will help determine if this group can be helpful. Campus: Loyola. Dates: Thursdays, Jan. 28 - Mar. 25, 1993. Time: 13:00-16:00. Fee: \$20. Information: SGW: 848-3545.

Career and Educational Planning

Who am I? Where am I going? How do I get there? This three-session workshop will use the Strong-Campbell Interest Inventory and the Myers-Briggs Type Indicator to help you assess your academic and career interests and personal preferences. Students will also be oriented to the Careers Library. SGW Campus. Dates: Wednesdays, Jan. 27 - Feb. 10, 1993. Time: 9:30 - 12:30. Fee: \$20. Leader: Robert C. Boncore, M.A.Sc. For further information or to register, call or visit our reception area.

SPECIAL EVENTS

Muslim Students' Association

Friday prayer is offered on the SGW Campus throughout the year. The Khutba starts at 13:15 and the prayer is held at 2090 Mackay (Annex Z) Room 05. Also note the four daily prayers are offered in congregation; timing is posted at the mosque.

Concordia Entrepreneurs' Association

"How to Think Like and Be An Entrepreneur." Date: Sunday, January 17, 1993. Time: 8:00-16:00. Lunch included plus raffle. Place: Le Centre Sheraton (Downtown). Price: \$10. if paid by January 11th - \$20 afterward. Guest Speakers: Tom O'Connell, Concordia University; Don W. Patterson, Entrepreneur; Joseph Galli, J. Galli & Assoc.; Gerald Bourque, CANBO Inc. Information: 328-8166 or FAX: 848-7436.

Muslim Students' Association

Orientation Gathering of muslim students at Concordia on Friday, January 15th at Mugshots, Room H-651 from 19:00-22:00. Food and refreshments will be served. Everybody is welcome to attend.

Muslim Students' Association

Culture Week: Two day presentation of Islam to the Concordia Community. A large selection of books, tapes and videos will be on display and for sale. Date: January 25th and 26th. Location: Mezzanine, Henry F. hall Bldg., 1455 de Maisonneuve Blvd. W.

Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Friday, 5 p.m., the week prior to Thursday publication.

Contact Kevin Leduc at 848-4881 or FAX 848-2814.

NOTICES

Legal Information Service

The Legal Information Services has re-opened. This service is available for information and counselling. If you have problems with your landlord, or with a contract that you have signed, or you are looking for information on divorce, WE CAN HELP!! Contact us at 848-4960 from 9:00 - 17:00, Monday through Friday. Come and see us in Room CC-326, 7141 Sherbrooke St. W., Loyola Campus. For students, staff and faculty, this service is free and confidential.

Sexual Harassment Office

The Sexual Harassment Officer can provide you with support, guidance and information on any matter regarding sexual harassment. All inquiries are completely confidential. Call Sally Spilhaus at 848-4857, or drop in at K-110, 2150 Bishop.

Services for Disabled Students

Innovative programs and workshops are offered to disabled students. Specially designed workshops on use of adaptive computer equipment for university study and future employment are regularly scheduled. Orientation programmes for volunteers and Sign Language workshops are also offered throughout the year. For more information and applications. Contact: 848-3525/3511 (Voice/TDD), SGW Campus in H-580 or 848-3503/3536 (Voice/TDD), Loyola Campus in AD-121.

Health Services

Health Services provides a confidential, individualized and comprehensive approach to health care which includes counselling and teaching related to both physical and emotional well-being. The centre provides the opportunity for Concordia students, staff and faculty to meet with health professionals in order to explore areas of concern. Whether you are feeling unwell, stressed or just curious about health issues, you are invited to drop in at the following locations; Loyola Campus: 6935 Sherbrooke Street West, Room Ch-101(848-3575) Hours: 9:00 - 17:00. Monday to Friday. Sir George Williams Campus: 2155 Guy St., Rm 407 (848-3565) Hours: 9:00 - 17:00. Monday to Friday.

Ombuds Office

The Ombudspersons are available to any member of the University for information, advice and assistance with University-related complaints and problems. Call 848-4964 or drop into 2100 Mackay, Sir George Williams Campus. Evening appointments on request.

CUSA's Advocacy Services

Students with complaints against the Administration or against their departments, or who have been charged with cheating or other offenses against the Academic Code, or with any other problems and feel they need the help of CUSA's Advocacy Services, shouldn't hesitate to contact Nina or James at 848-7474, or come to H-637.

GRADUATING?

All students completing certificate, degree or diploma requirements during the Fall 1992 or Winter 1993 sessions who expect to Graduate next Spring must apply to do so by JANUARY 15TH, 1993. Spring 1993 graduation application forms are available at the Registrar's Services Department on each campus; Loyola - AD-211 or SGW - LB-185. Students who do not apply by January 15 will

not graduate next Spring.

Student Exchange Programme

The Centre for International Academic Cooperation (CIAC). Office of the Vice Rector, Academic, is now accepting applications from students wishing to study in the United States or Europe during the 1993-94 academic year. For more information concerning the Student Exchange Programme, call 848-4988, or pass by the CIAC offices located in room AD-207 on the Loyola Campus. **The Application Deadline is February 15, 1993.** Applications are also available from the Dean of Students Office, on the Loyola Campus or the Department of Counselling Services and Development on the SGW Campus.

Centre for Mature Students

The Centre for Mature Students downtown is now located in the new J.W. McConnell Library Building in Room 517. Services include a lounge and study area as well as academic advising and referrals. Students are welcome to drop by to see our facilities. To make an appointment for academic advising, please call 848-3890. The Centre for Mature Students, Loyola Campus, (with advising and lounges) is located in the Administration Building, in room 424. Telephone: 848-3895.

Concordia Council on First Nations Education

Feeling a little lost and need someone to talk to? Want to meet other native students and chat? First Nations Student Center is now open. Drop by and see us at Annex V-311, 2110 Mackay. Information: 848-7327.

International Student Office

Advisors are available to provide information, guidance, and support to International students, around issues of concern, such as: immigration rules and regulations, working on campus, cultural adaptation, academic difficulties, financial emergencies and transfer of funds letters. We are located at 2135 Mackay, 3rd floor, telephone 848-3514, 3515, 3516. The ISO is a member of Advocacy and Support Services.

International Students Working on Campus

International students are eligible to work on campus, but must obtain a Canada Employment Authorization (work permit) before they can start a job. Potential University employers (Chairs, Deans, Faculty members, managers, supervisors, etc.), are encouraged to call the International Student Office for more information on employment regulations for International students. 848-3514/3516.

Coffee with The Vice-Rector, Academic

Members of the Concordia Community, students, non-academic personnel and faculty: I would be pleased to have you come and have coffee with me, if you can make it for any of the following evenings this term: Monday, January 25; Thursday, February 18; Monday, March 22 and Tuesday, April 27, after 19:30 in Room AD-231, Administration Building, Loyola Campus, 7141 Sherbrooke St. W. Please call Munit Merid at 848-4847 to let me know when you wish to come. I hope you won't mind if your first choice of date is not honoured. The place is only so big. I do look forward to seeing you and talking with you about Concordia University. Welcome. Rose Sheinin, Vice-Rector, Academic.

SPORTS

Stinger Hockey

The men's hockey team has two league games this weekend. On Friday, January 15th at 19:30 they play host to Queen's and on Saturday the 16th at 15:00 they play host to Ryerson.

Stinger Basketball

Both basketball teams traveled across town to play at McGill Friday, January 15th. The women play at 18:30 followed by the men at 20:30.

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INFO-CONCORDIA

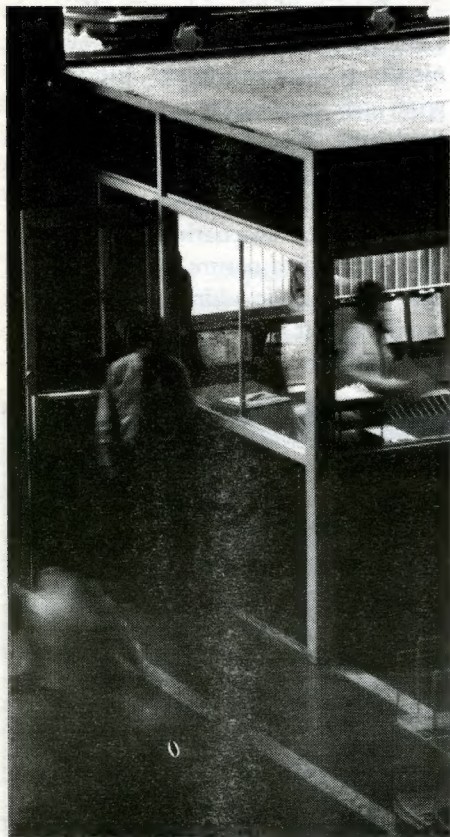
En français: 848-7369

AUGUST 24 AND AFTER...

Review and Recommendations Regarding Concordia University Security

*Presented to the Board of Governors by
Dr. C.L. Bertrand, Vice-Rector, Services*

16 December 1992



Photos by Jonas Papaurelis



Preamble

At the emergency meeting of the Board of Governors on August 31, I promised to conduct a review of the Security Department's handling of the tragic events of August 24 and its aftermath, and to table the report and recommendations with the Board. In order to ensure that the review covered the consequences of the August 24 incident, I felt it necessary to prolong the process through the end of October, when the full impact of the events could be realistically assessed. The report was compiled during November.

Although Security Department personnel, the MUC Police, and Urgences Santé all acted effectively and efficiently on that day, the review has identified several ways in which Concordia's security operation needs to be improved in order to increase its ability to provide a safe and secure campus environment. The improvements will require considerable funds and, as part of the review process, a letter to the Honourable Claude Ryan will request that the Ministry of Public Security provide the necessary one-time funding as well as an annual grant to implement the recommendations contained in the report.

I wish to thank Dr. Max Barlow (Associate Vice-Rector, Services) and Mr. Michel Bujold (Director of Security) for working on the review and preparing the report.

The report is divided into four parts as follows:

- I. Chronology and Summary
- II. Assessment
- III. Recommendations
- IV. Conclusions

I Chronology and Summary

For the purpose of outlining the actions of the Security Department this part of the report is divided into three time-periods as follows:

- (i) 3:00 p.m. to 5:00 p.m. on August 24
- (ii) the 24 hours following
- (iii) August 25 to the present

August 24

The incident occurred between 3:00 p.m. and 5:00 p.m. The Security Desk in the Hall Building received a call at 3:14 p.m. reporting a shooting in progress on the 9th floor. Security immediately called Station 25 for assistance, and the first police cars arrived at 3:17 p.m. During the incident five people were shot and another two were held hostage. At 4:22 p.m. Dr. Fabrikant was taken into custody, after having been overpowered by the hostages, and he was removed from the building at 4:45 p.m.

During this time the Security Department's main actions were as follows:

- a) requesting assistance from the MUC emergency services
- b) initiating evacuation of the building
- c) dispatching guards to the 9th floor to investigate the situation
- d) securing the building perimeter and entrances
- e) assisting police and Urgences Santé

Comments

Once the police had entered the building, they assumed control of the situation, including the evacuation. They were assisted by Concordia Security personnel throughout the operation.

Given the nature of the emergency it was felt appropriate not to sound a general alarm. It was imperative to determine the location and extent of the shooting, to ascertain that the perpetrator was not 'at large' in the building, and then to conduct a gradual and orderly evacuation. In some instances people were advised to lock themselves in their respective areas and to await further instructions. After the initial evacuation, people were moved out in small groups, escorted by police and/or security guards. Approximately 85 per cent of people had been evacuated by 3:30 p.m., but some were advised to remain locked in their offices until after the incident ended.

The work of the emergency services was facilitated by the fact that over the previous year the Security Department had initiated and developed a liaison and consultative process with Station 25 and Urgences Santé: therefore there were police officers familiar with the building, and there was a pre-arranged plan for the deployment of Urgences Santé personnel and for triage procedures. In addition a process was set in motion by which a number of hospital facilities were alerted to the situation. These were some of the measures that had been initiated in the aftermath of the École polytechnique shooting in 1989.

It should also be noted that in the early phase of the response to the emergency, two security guards acted with great courage and initiative. Daniel Martin arrived on the scene almost immediately, as part of his scheduled patrol, and was one of the hostages who overpowered Dr Fabrikant. Paul Aube was dispatched to the 9th floor in response to the first emergency call and was the first responder to one of the badly injured victims.

August 24/25

Soon after 5:00 p.m. on August 24 it was decided to keep the Hall Building closed until 8:00 a.m. the following morning. From 5:00 p.m. until 10:00 p.m. the police conducted their investigation of the crime-scene, after which a team of cleaners was directed to work in the area. When the building reopened, access to the crime-scene and its surroundings was restricted.

During this time the Security Department's main actions were as follows:

- assisting police in their crime-scene investigation
- assisting police in determining the whereabouts of family members of the victims
- collecting reports and statements from security personnel
- controlling access to the building until it reopened
- co-operating with cleaning and maintenance staff with regard to clean-up and repairs at the crime-scene
- deployment of security guards through the following day in order to restrict and control access to the crime-scene

Comments

Immediately after the incident (ie: after 5:00 p.m. August 24) it was necessary to allow people back into the building in order to retrieve personal effects from offices, and to remove

vehicles from the parking garage. This was done in a strictly controlled manner. It was also necessary to allow people in to ensure that labs were left in a safe condition. This was done in cooperation with staff from Environmental Health and Safety.

Guards were posted in the lobby and on the 9th floor through the night.

During the day of August 25 the building was open and operating normally, with the exception of the 9th floor. While most of the 9th floor was 'open', access to 907, 915, and 929 was restricted to those working there. This included faculty and staff returning to work. Guards were instructed to keep the press and cameras away from these areas and not to comment on the incident.

The offices of Saber, Fabrikant, and Ziogas were locked, and taken 'off system.'

After August 25

In the days following August 25, MUC police returned to the Hall Building on a number of occasions, to take statements from witnesses, and to complete their examination of the crime-scene and, in particular, Dr. Fabrikant's office. Initially, in the community there were some fears of a continuation of the violence, given the nature of some of Fabrikant's comments to the media, and this required a considerable amount of attention on the part of the Security Department. In the weeks following there was considerable 'fall-out' from the shooting in the form of mounting concern for safety in general, and a heightened awareness of security issues in many parts of the community.

Since August 25 the Security Department's main actions have been as follows:

- acting as a liaison between the police investigators and witnesses

- counselling security guards
- giving further assistance to police in their investigation
- assisting family members of victims in accessing offices and personal effects
- providing extra security and taking extra precautionary measures at major events
- dealing with the 'fall-out' by responding to concerns both general and specific, and dealing with threats both perceived and real

Comments

The liaison function included conducting a call for witnesses to come forward and arranging rooms and times for interviews, in order to ensure that the police presence on campus was as unobtrusive as possible.

Events at which extra measures were taken included those directly related to the incident (eg: memorial services and general assemblies) and a number of unrelated special events, such as the opening of the J.W. McConnell Building.

Item (f) above has proved to be the most time-consuming and costly. It has included investigation and follow-up of complaints, extra security at specific locations, and meetings with individuals and groups having security concerns.

The kinds of cases related to item (f) include situations where a general security concern is expressed 'in light of the events of August 24,' situations where someone alludes to the events of August 24 to make a threat, situations in which an individual's behavior is regarded more seriously as a result of August 24, and situations in which anonymous threats simply fuel the fear that has been in the community since August 24.

II Assessment

It is pointless to speculate what might have happened had the response of Security, the police, and Urgences Santé been slower or more confused, or if a security guard had not happened to be on the scene, or if the hostage-taking phase of the incident had not been ended when it did. But it is reasonable to conclude that the swift response and decisive handling of the operation were factors in containing the effects of the shooting and minimizing the number of victims. Also, it is impossible to know how well the incident might have been handled if it had occurred during term time, with classes in progress, or in a different building, less familiar to those responding to the crisis.

The events of August 24 demonstrated that Concordia's Security Department can respond quickly and effectively in a major emergency, and that contingency planning in collaboration with outside emergency services has paid off. However, the events of August 24 and the repercussions have also brought to attention a number of inadequacies that, while not adversely affecting the response in this case, could well cause problems in other emergencies, and which indicate that the Security Department is not adequately staffed or equipped to deal with the long-term effects of a major emergency.

During the incident itself it was clear that Security did not have the means to communicate adequately with the occupants of the Hall Building. As a result there were a number of people who could not be informed of the gradual and phased nature of the evacuation process, nor of the localized nature of the incident. There is a public address system in the building, but only in the stairwells for use in the event of a general evacua-



Photo by Jonas Paparellis

tion. Whether or not a public address system would have been useful on August 24 is debatable, given the need to avoid a mass evacuation, but the incident has served to raise the issue, and it is an issue that warrants further consideration. What would have been useful on August 24 was a telephone directory organized on a floor-by-floor and a room-by-room basis: this would have allowed direct communication to occupants close to the incident, and it would have offered the opportunity to vary instructions according to location.

In the aftermath of the incident, however, a number of problems have emerged, highlighting weak points in the current security system. These are as follows:

- 1) The organizational structure of the Security Department does not allow the Director to fully exercise his role. At present there is no Operations Manager at the Loyola Campus (unlike at the Sir George Williams Campus) and the Director of Security performs this task. This dual role is inherently difficult since the task of director and the task of campus operations manager are really full-time jobs. Since August 24 the Director's responsibilities with regard to external relations (with the police and the news media), internal relations (with other units in the Concordia community), and security cases/incidents requiring attention at the highest level have grown, and the job is clearly a full-time occupation. It is no longer possible for one person to give both these tasks the attention they require.
- 2) The Security Department's capacity to engage in investigation work and crime prevention activities is inadequate. The period since August 24 has demonstrated the need for a greater capacity to work in these areas, but at present this work can be done only by taking the Director or the SGW Operations Manager away from their normal duties. These activities include the following: investigation of specific incidents and cases, recording and tracking incidents in order to analyze trends and frequencies, carrying out safety audits for specific parts of the University, devising and implementing crime prevention programs, and conducting information and awareness sessions throughout the Concordia community.
- 3) The demands placed on the Security Department since August 24 have highlighted concern over the small number of University-employed security staff. Only eight of the staff (including the Director and the SGW Operations Manager) are Concordia employees, while the remainder – approximately 75 (full-time and part-time) – are employees of Sec-Pro, a contracted company. In responding to general concerns and in dealing with specific cases since August 24 it is clear that there is need for a much larger 'core' of Concordia personnel who are familiar with University procedures and who provide reassurance by being seen as members of the Concordia community. At the same time, a larger complement of Concordia personnel would instill greater confidence in the department. With the small number at present it is impossible even to maintain a 'Concordia team' of supervisory staff to cover all shifts on the two campuses, and it is difficult to 'cover' for absences due to illness.
- 4) Increasing expectations with regard to security services since August 24 have generated concern over the frequency of patrols and the poor visibility of guards and/or security precautions in several parts of the University. After several years of attrition the operating budget for security dictates patrol-frequencies at the low end of the permissible range and limits the number of 'stations' to four (one at Loyola, three at SGW). This means that even in the new McConnell Building, where there is a great deal of concern among occupants who are uneasy about several aspects of the building configuration and layout in light of the events of August 24, security patrols are at most only every 90 minutes. It also means that there are numerous areas perceived by the community as high-risk places requiring surveillance, but which cannot be monitored adequately.
- 5) The Security communications system is inadequate insofar as it could impede operations in an emergency situation. At present the walkie-talkie system is part of the University paging system, which gives priority to Physical Plant. While this was not a problem on August 24, a review of the

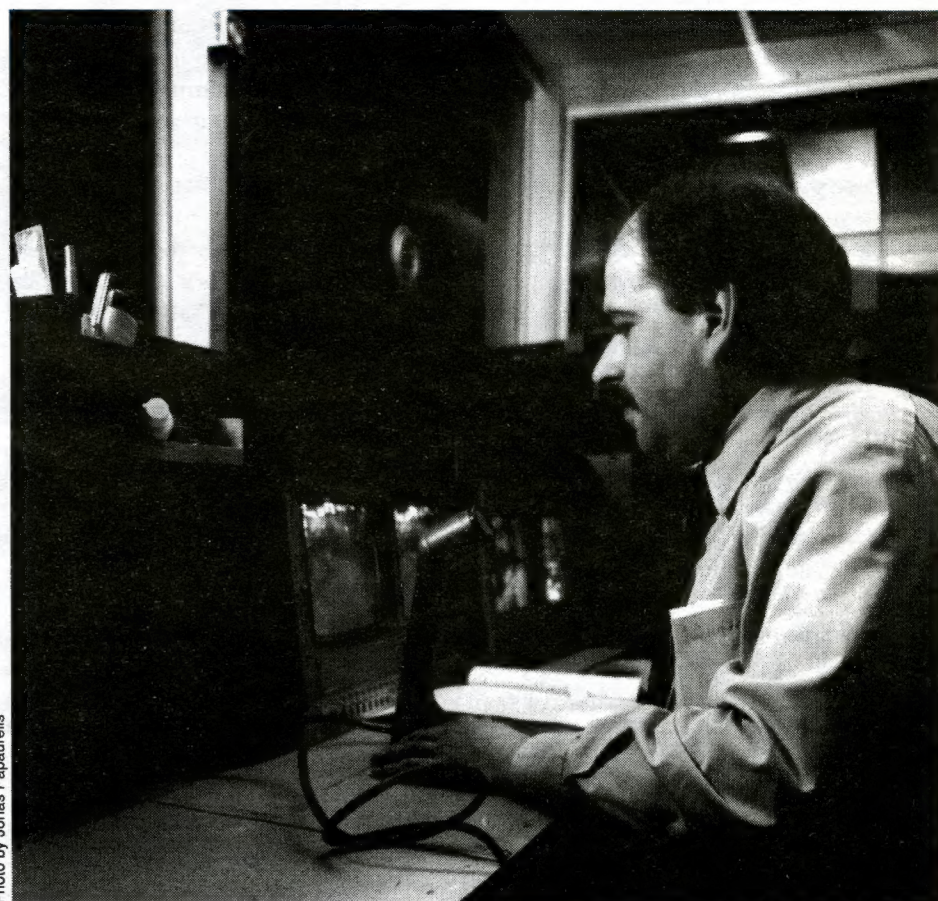


Photo by Jonas Papaurelis

events of that day helped to flag a potential problem in other situations. In an emergency, uninterrupted communications between guards and the command centre are essential.

- 6) Existing alarm systems and electronic surveillance equipment are inadequate in meeting current levels of demand and expectation. Since August 24 the demand for improved alarm systems and for the installation of panic buttons has increased, and the need for additional video surveillance in high-risk and sensitive areas has been made more apparent. Also some of the existing equipment is obsolete and needs to be replaced.
- 7) The overall level of service is not adequate to cope with current demand or to meet expectations. A major consequence of the events of August 24 is that the University community is more sensitized to security concerns, has a much higher level of expectation with regard to security services and requires assurance that the Security Department is able to do the job. At present the Department does not have sufficient personnel or equipment to give the community what is being asked.

III Recommendations

The recommendations that follow are derived entirely from a review and assessment of Concordia security's capacity to act in emergencies such as that of August 24, and to function effectively in a community that has been changed by the events of August 24. Where possible cost estimates are given, but in some cases costs cannot yet be determined.

- 1) Appoint an Operations Manager for the Loyola Campus, to oversee and administer day-to-day security activities. This would free the Director of Security to devote 100 percent to his prime responsibility. The position would be comparable to that existing on the SGW Campus.
Cost: approximately \$45,000 (annual)
- 2) Appoint an investigations/crime prevention officer, in order to have a full-time specialist in an expanding area of the Security Department's operation. Recently there has been a sufficient investigation caseload for at least one officer, and in more 'normal' times the officer would devote most of his/her attention to crime prevention and information and awareness programmes.
Cost: approximately \$35,000 (annual)

- 3) Increase the number of University-employed security staff. This would strengthen the security operation by expanding the core personnel, by making it easier to supervise contract personnel, by developing a more extensive esprit de corps, and by making the Security Department more identifiably part of the Concordia community. It would increase the number of guards available for transfer to special tasks, such as assisting the investigations/crime prevention officer or the Director, when demand for security services is unusually high. Also, it would allow the University to focus training programmes on its own personnel, thereby making expenditure on training more of a long-term investment.

It is useful to note that in the course of debriefing and counselling security guards after the August 24 incident, it was apparent that the events of that day caused a bonding process among those most closely involved, and that this has led to an enhanced sense of being part of Concordia and strong feelings of loyalty to the institution among a number of the contracted employees. There are, therefore, a number of potential University-employees who would serve the community well.

Fifteen additional employees (not including a Loyola Operations Manager and an investigations/crime prevention officer) would be needed to ensure that all supervisory and other key positions are filled by Concordia personnel.

Cost: the cost of 15 extra employees would be approximately \$425,000 annually (10 at \$30,000 and 5 at 25,000), but this would be partially offset by a reduction in contracted service, possibly as much as \$175,000

- 4) Increase the amount and scope of training for security personnel. It is imperative that as many guards as possible are knowledgeable of law enforcement techniques and issues in a University context, and are familiar with the handling of special situations such as chemical emergencies in laboratories and disruptive behaviour in classrooms.

Cost: approximately \$5,000 annually, but the cost would be much higher if Peace Officer training were to be included.

- 5) Establish a student security operation that would augment the work of the Security Department. This might take the form of a 'walk-safe' programme or an equivalent of the 'neighborhood watch' programme. Such operations have been created at a number of universities with considerable success, and it should be possible to develop a programme tailored to Concordia's needs. Greater and wider participation in crime deterrence and prevention would help increase the 'visibility' of security measures and reassure concerned members of the community. It is not possible to assess the cost of this operation until the type of programme has been determined, however funds should be made available to carry out one or more pilot projects.

- 6) Establish a separate walkie-talkie system for the Security Department, to improve internal communications capability particularly in emergency situations.

Cost: approximately \$15,000

- 7) Upgrade and expand emergency alarm equipment, video surveillance equipment and emergency telephone equipment.

Cost: approximately \$75,000

- 8) Redesign and upgrade the two main security desks (in the Hall Building and the Loyola Administration Building) with a view to improving their capacity to function as a command post in emergency situations. At the same time these could be made more user-friendly, thereby enriching the visibility of security in the community.

Cost: approximately \$20,000

- 9) Increase the number of secondary security posts. This would increase security coverage of high-risk areas and would enhance security visibility in the community. This is essentially a personnel cost that can be covered by deploying contracted guards at a number of locations for a certain number of hours each day. Examples of such locations are the FS Annex (on Overdale), the Hingston complex, the Guy Metro Building, and the Vanier Library/Concert Hall complex.

Cost: \$100,000 to \$150,000 annually, depending on the number of locations and the hours involved.

- 10) Reorganize contracted services in order to permit more frequent patrols and the deployment of additional guards in special situations. The cost is impossible to determine at present, since it would require negotiation with Sec-Pro.

- 11) Establish a security 'contingency' budget for unanticipated expenditures. This would allow the Security Department to respond more readily to non-routine problems and emergencies.

Cost: a suggested figure is \$50,000, which would be 'topped up' each year as needed

- 12) Review the locational distribution and structural characteristics of rental properties with a view to 'phasing out' isolated and other problematic properties. No cost involved.

- 13) Establish and implement a two-year programme of structural renovations in University-owned buildings in order to enhance security. This would include such measures as replacing doors and windows, closing off entrances, and reconfiguring floor plans.

Suggested cost: \$100,000

IV Conclusions

The overall conclusions of this report are as follows:

- 1) The events of August 24 demonstrated that the Concordia Security Department can respond effectively to a major emergency.
- 2) The events of August 24 demonstrated that co-operation between the Concordia Security Department and external emergency services is working well.
- 3) The events of August 24 and their aftermath have raised questions regarding the capacity of the Security Department to act so effectively in all eventualities.
- 4) The Security Department is not adequately staffed and equipped to deal with the long-term effects of August 24, namely an increased workload in a community more sensitized to security issues and potential dangers.

The fundamental question is "What steps should be taken to ensure that the Security Department's performance of its role is effective, professional, and such that it meets the expectations of the community?" In the aftermath of August 24 there is a changed community, in which there are different attitudes with regard to unacceptable behavior, greater expectations with regard to security services, and heightened awareness of potential dangers. If the Security Department is to carry out its mission it must be seen to be doing its job well, it should instill confidence throughout the University community, and it should have the capacity and resources to respond to real and received dangers. The recommendations contained in this report entail a significant investment in equipment and infrastructure, and a substantial increase in the operating budget of the Security Department. To put this in context, however, it is important to note that, based on 1991 figures, the annual security budget at Concordia is between one-third and one-half of those at each of the other Montréal universities.

Photo by Jonas Papaurelis

